The MORTGAGE Centre
Discount Rates — Page 10

CAUT ACPPU
BULLETIN

Statistics Canada Statistique Canada
Education Statistics on the Internet
www.statcan.ca
Statistiques de l'éducation sur l'Internet
Canada

Online · www.caut.ca · En ligne
Vol 47 · No 6 · June 2000 juin
Ads · mazz@caut.ca · Publicité

Jeunes profs : petits salaires

DES données publiées par Statistique Canada montrent que les échelles salariales universitaires entravent le recrutement de professeurs hautement qualifiés. Dans toutes les tranches d'âge, seulement le tiers des titulaires de doctorat qui ont déclaré des revenus d'emploi en 1995-1996 travaillent dans des universités canadiennes.

Quoique, en moyenne, les professeurs d'universités âgés de 30 à 34 ans gagnaient presque 7 000 $ de plus que leurs homologues de l'extérieur, ceux de ce groupe d'âge représentaient seulement 6 p. 100 de tous les membres du corps professoral en 1996.

Cette situation change rapidement car les salaires universitaires ne suivent pas ceux des titulaires de doctorat qui travaillent dans un autre secteur. À partir de 34 ans, les universitaires commencent à prendre un retard qui peut atteindre les 4 700 $ par année entre 40 et 44 ans, et ils ne remontent pas la pente avant d'avoir plus de 50 ans.

À partir de 55 ans, les revenus des universitaires grimpent rapidement et surpassent de beaucoup ceux des titulaires de doctorat employés à l'extérieur, avec un écart de presque 7 000 $ par année entre 55 et 59 ans à presque 16 000 $ au-delà de 60 ans.

En même temps, une grande proportion des universitaires travaillent jusqu'à un âge plus avancé que leurs homologues de l'extérieur : 29 p. 100 des professeurs avaient 55 ans ou plus en 1996 par rapport à seulement 18,5 p. 100 des titulaires de doctorat employés dans d'autres secteurs.

La structure unique des salaires universitaires par âge laisse penser que le principal objet des politiques de rémunération des universités est de retenir des professeurs âgés : ceux de 55 ans et plus, et même encore plus ceux de plus de 60 ans. Les salaires élevés versés par les universités aux professeurs de ces groupes d'âge font qu'ils travaillent encore à un âge où leurs homologues de l'extérieur quittent leur emploi dans une grande proportion. Presque la moitié des titulaires de doctorat de plus de 54 ans sont employés dans les universités, par rapport à moins du tiers des moins de 40 ans. ■

Résumé de l'article « Junior Faculty Pay Deplorable ».

Source : Recensement de 1995-96 et Statistique Canada, Sondage annuel sur le personnel enseignant des universités et collèges.

UBC Faculty Association Wins Labour Board Case

By NORMA WEILAND

ON May 25 the B.C. Labour Relations Board issued a decision which confirmed the University of British Columbia Faculty Association as "the sole collective bargaining agent for a unit which includes both sessionals and faculty." In its ruling, the board dismissed an application by the Canadian Union of Public Employees to represent the sessionals at UBC in a separate bargaining unit or as part of an existing teaching assistants local. In addition, the 16-page decision officially recognizes the status of the UBCFA as a union which is voluntarily recognized under the Labour Relations Code.

This decision marks the successful conclusion to a saga which really began in 1975 when full time sessional faculty first became our members. They were followed in 1993 by sessionals with an appointment of 50 per cent or more. Our push to bring the last group of sessionals into the association — those with less than a 50 per cent appointment — began in 1998.

Just as our efforts at the bargaining table paid off and the UBC administration agreed to voluntarily recognize those sessionals still outside the faculty association (one course sessionals), CUPE began an organizing drive which we saw as an illegal raid on our members. The faculty association, buoyed by the support of our long term sessional members resolved to fight the incursion.

UBC Faculty Association President Norma Weiland

As CUPE campaigned, so did we. Two votes were held — one to amend the framework agreement to include all sessionals (overwhelmingly ratified by

See UBC FACULTY ASSOCIATION Page 4

UBC : Décision favorable à l'Association des professeurs

LE 25 mai, la Commission des relations de travail de la C.-B. a remis sa décision qui confirme que l'Association des professeurs de l'University of British Columbia est le seul agent de négociation collective pour une unité qui inclut à la fois les professeurs à la leçon et les membres du corps professoral. Dans sa décision, la commission a rejeté la demande du Syndicat canadien de la fonction publique de représenter les professeurs à la leçon de UBC dans une unité séparée de négociation ou dans le cadre d'une section locale existante d'auxiliaires d'enseignement. En outre, la décision de 16 pages reconnaît officiellement le statut de syndicat à l'UBCFA qui est volontairement reconnu par l'employeur conformément au Code des relations de travail.

La décision marque l'heureuse conclusion d'une saga qui a débuté en fait en 1975 quand les professeurs à la leçon à plein temps ont commencé à adhérer à notre association. En 1993, leurs collègues à demi-temps ou plus leur ont emboîté le pas. Nos démarches pour inclure le dernier groupe de professeurs à la leçon, c'est-à-dire nommés à moins qu'à demi-temps, ont commencé en 1998.

Alors que nos efforts à la table de négociation avaient porté fruit et que l'administration de UBC avait accepté de reconnaître volontairement ces professeurs à la leçon qui ne faisaient pas encore partie de notre association, le SCFP a entamé une campagne de recrutement qui était à notre avis une prise d'assaut illégale de nos membres. L'association des professeurs, soutenue par les professeurs à la leçon employés pour une période prolongée, a résolu de lutter contre cette incursion.

Deux votes ont eu lieu : un pour modifier l'entente-cadre afin d'inclure dans l'unité de négociation et dans la convention collective tous les professeurs à la leçon (avec une ratification écrasante des membres existants), et l'autre pour inclure les professeurs qui enseignaient un seul cours (91 p. 100 en faveur).

À la fin de sa campagne, le SCFP avait recueilli suffisamment de signatures pour apporter la question devant la Commission des relations de travail (mais pas assez pour obtenir une accréditation automatique). La commission a ordonné un scrutin qui est resté secret en attendant une décision sur les questions en suspens.

Dans une décision provisoire subséquente, la commission a jugé qu'il était approprié qu'une unité de négociation comprenne tous les membres du corps professoral, reconnaissant « l'intégration fonctionnelle » des professeurs à la leçon et d'autres membres du corps professoral qui accomplissaient le mandat

Voir DÉCISION FAVORABLE à la page 7

Cuts Hurt Our University Libraries

CANADA'S university libraries are conspicuous victims of provincial and federal underfunding of post-secondary education.

The annual survey by the Association of Research Libraries found that only 11 university libraries suffered a decline in total expenditures between 1993–94 and 1998–99 — two out of 98 American university libraries and nine out of 13 Canadian university libraries.

The most precipitous decline was at Laval (-25.0%), followed by Waterloo (-12.8%), Western Ontario (-9.7%), McMaster (-8.5%), Guelph (-8.5%), York (-6.7%), McGill (-5.0%), Alberta (-3.7%) and UBC (-1.0%).

Also, in order of relative size, 11 of the 13 Canadian university libraries ranked in the survey fell from their positions in 1993-94. Only the University of Toronto rose from ninth spot to fourth overall and the University of Alberta from 34 to 30.

"The fact that most of our best academic libraries have slipped so badly in this ranking indicates the worsening funding crisis faced by all university libraries in Canada," said Chris Dennis, chair of CAUT's Librarians Committee, "and therefore by the academic work that depends on them."

Dennis said the ARL survey shows Canada is losing its ability to support independent, diverse, broad-based, world-class research and the production of people educated to the same high standard.

"Collectively, our university libraries are a national treasure which is being thoughtlessly run down. This is an issue of public funding: Canada is not that much poorer than the governments in the United States which do see fit to support the libraries of their public universities." ■

University Library Rankings

	98/99	93/94	Change
Toronto	4	9	+5
Alberta	30	34	+4
UBC	31	25	-6
McGill	57	44	-13
York	76	66	-10
UWO	83	63	-20
Laval	92	54	-38
Queen's	104	82	-22
Sask.	106	98	-8
Manitoba	107	101	-6
Waterloo	109	106	-3
McMaster	110	97	-13
Guelph	111	102	-9

EDITORIAL
Star Wars — Coming soon to a university near you.
See Page 5

COMMENTARY
Privatization threatens to deplete public resources.
See Page 20

Letters 2
International 3
Brain Drain 7
Bookshelf 9
Carrières 11

CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENT
Tom Booth

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Stella Mazzarolo

EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION
Louise D'Anjou

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

EDITORIAL BOARD/COMITÉ DE RÉDACTION
Bill Graham, James Turk, Tom Booth, David Robinson, Vic Catano, Liza Duhaime

COMMENTS? QUESTIONS?
Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

COURRIER DES LECTEURS
La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The CAUT Bulletin is published each month September through June. Average distribution 32,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author. CAUT Guidelines and Policy Statements are labelled as such.

Le Bulletin de l'ACPPU est publié chaque mois de septembre à juin. Tirage moyen : 32 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprés de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

Droit d'auteur: Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs. Les énoncés de principes et les directives de l'ACPPU sont présentés comme tels.

SUBSCRIPTIONS/ABONNEMENT
Questions regarding subscriptions and distribution can be directed to Stella Mazzarolo, Circulation Coordinator; Tel: 613/820-2270; Email: mazz@caut.ca.

Pour les questions au sujet de l'abonnement et de la diffusion, prière de s'adresser à Stella Mazzarolo; Tél : 613/820-2270; Courriel : mazz@caut.ca.

MEMBER OF/MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

LETTERS COURRIER

CAUT Calls on Zimbabwe President to End Violence Against Teachers

On May 23, CAUT president Tom Booth wrote to Zimbabwe president Robert Mugabe calling on him to publicly condemn acts of violence against teachers, particularly in rural areas of Zimbabwe. With elections in Zimbabwe imminent, human rights agencies believe teachers and other citizens are being persecuted because of personal political affiliation. The text of the letter follows. – ed.

The Canadian Association of University Teachers, which was founded in 1951 and represents 30,000 teachers, librarians and researchers across Canada is deeply concerned about reports concerning violence targeted against teachers, particularly in rural areas of Zimbabwe. We understand that women teachers appear to be specially vulnerable and that instances of molestation and rape have occurred. Other cases of severe beatings of teachers and headmasters have been reported. These attacks on teachers are said to be made on the basis of allegations of political allegiance.

We urge you to ensure that teachers are able to work in security and that they, along with other citizens, are not persecuted because of personal political affiliation. It is unacceptable that such attacks can be made against citizens of Zimbabwe and that there are no repercussions from government authorities on those responsible for such violent acts.

We are also aware that the education unions and their members have served the students and society of Zimbabwe well. We know that your citizens feel strongly that education is a priceless gift that can be given to children. Under the current circumstances when teachers and their families are subject to threats and violence, they cannot be expected to continue to work as before.

The Canadian Association of University Teachers calls on you to publicly condemn these acts of violence and to ensure the safety of teachers as well as that of other citizens of Zimbabwe.

With your announcement that elections in Zimbabwe are to be held on June 24 and 25, the Canadian Association of University Teachers calls for freedom of expression, freedom of assembly and associations, to ensure that all people of Zimbabwe can participate fully in the electoral process without fear of intimidation or violence.

TOM BOOTH
President, Canadian Association of University Teachers

Private Universities Set a Dangerous Substandard

There is plenty of room to criticize the Ontario government's plan to allow private universities in the province. Most of the criticisms being made, however, strike me as being wide of the mark.

Both supporters and opponents of private universities assume that new private universities will be elite institutions which will attract the kind of faculty and students that Harvard and Yale attract now – and will thus be able to charge fees on the same scale. Opponents claim that the result will be two-tiered education, with the rich getting a better product at a much higher cost.

I find this scenario hard to take seriously. Harvards and Yales (or Oberlins or Reed Colleges) are not built in a decade, or even half a century. Anyone wishing to compete with either the major universities or the small select liberal arts colleges would have to invest tens or hundreds of millions of dollars in infrastructure. Unless such investors have a strong ideological agenda, they can find much better places to put their money.

As for students able to pay high fees for a private, "elite" education, why would they not choose an existing "elite" institution with centuries of prestige behind it? The most likely reason I can come up with is that they might not qualify for admission on the basis of their academic records.

There is more danger that new private universities will be substandard than that they will attract the best and the brightest.

STEVEN MUHLBERGER
History, Nipissing University

B.C. Activists Defend Education

"WE are harvesting our children as a cash crop." This stark keynote message from Alex Molnar, head of the U.S.-based Centre for the Analysis of Commercialism in Education, captured the sentiments of the three hundred educators, support staff and students from B.C. schools, colleges and universities gathered in Vancouver on May 23 and 24 to learn about, and discuss how to resist, the growing commercial intrusion into education.

The *Public Education: Not for Sale!* conference was organized by the Coalition for Public Education to coincide with the World Education Market (WEM) trade show being held at the Vancouver Trade and Convention Centre. With $500,000 from the federal government and $250,000 from the provincial government, the WEM brought together hundreds of companies from around the world eager to profit from selling educational products, services and systems.

In contrast, the provincial coalition – whose members are the B.C. Teachers' Federation, the College Institute Educators' Association, the Confederation of University Faculty Associations of B.C., the Canadian Union of Public Employees, the Canadian Federation of Students, and the B.C. Government and Service Employees Union – received only $15,000 from the B.C. government to advance the ideals of education as a public good at their counter-conference.

Gajaraj Dhanarajan, president of the Commonwealth of Learning and one of the organizers of the trade fair, told reporters it was still too early to judge whether expanding commercial activity in education was "a good thing or bad thing."

Meanwhile, participants at the conference heard about institutional administrators whose primary job has become increasing the consumption of Coca-Cola by the students in their charge, and about business groups ranging from the forestry industry, to fast-food retailers, to plastic bag manufacturers who are pushing to have schools adopt industry-developed curriculums.

"To us, education is a public trust, not a business; knowledge is a gift to give, not a commodity to sell; schools are communities, not corporations, and students are citizens, not consumers," B.C. Teachers' Federation president David Chudnovsky told delegates in his opening remarks.

The teachers' federation released survey results at the conference indicating that nine out of ten B.C. high schools and one in three elementary schools have vending machines. The survey also found more than two-thirds of B.C. high schools have exclusive deals with the two major cola companies; deals which mean that no other beverages, not even milk or fruit juice, can be sold at the schools unless they are produced or approved by the cola companies. Similar exclusive agreements are also in place at most B.C. universities and colleges.

Although such arrangements are the most visible indication of corporate intrusion into schools and onto campuses they are merely the sideshows, according to University of Regina sociologist Claire Polster. Polster explained to workshop participants that even though increasing commercialization in university and college research has been attributed to declining government funding, a great deal of the commercial intrusion can be explained by federal and provincial policy frameworks and funding mechanisms that encourage and reward public institutions handing over control of publicly-funded research to private interests.

The dangers of this policy shift were starkly illustrated by Bill Graham, past president of CAUT, when he recounted for conference participants the story of University of Toronto medical researcher Nancy Olivieri, who has been professionally and personally attacked since her decision to go public with evidence that a drug she was testing for Apotex Inc. could be harming the children involved in the drug trials.

The solution, according to Osgoode Hall Law School professor Neil Brooks, is for corporations to get out of schools, colleges and universities, and to pay their fair share of taxes. In the closing address, Brooks, an expert in Canadian tax law and policy, told delegates that corporate influence over public policy has been rising at the same time corporate support of a public sector through taxation has been falling.

BCTF vice-president Linda Watson echoed this message in her closing remarks to the conference. "Companies know we're vulnerable, but they should realize that they benefit more from a good education system and should pay their fair share of taxes so our system stays strong." ■

Report prepared by Robert Clift, executive director of the Confederation of University Faculty Associations of British Columbia.

International

Academic Freedom Protest in Vermont

Faculty members from Connecticut, Massachusetts, New York, Rhode Island, and other states converged early in May on Bennington, Vermont, to protest faculty firings and curbs on academic freedom at Bennington College. The American Association of University Professors sponsored the event. "The purpose was to call national attention to the collapse of basic academic values that occurs when faculty voices are silenced," said Mary Burgan, general secretary of the association. Burgan said that in the six years since tenure was abolished "the college has experienced not only a continuing onslaught against the faculty, but also a disregard for the faculty's role in academic decision making, increasingly centralised control of the campus, and an atmosphere that stifles constructive criticism."

Book Retailer to Create Online University

The giant American book retailer Barnes & Noble Inc. has joined with the online education company notHarvard.com to establish an Internet-based university offering free tuition in what critics say is a sales and marketing gimmick. The two companies said the virtual university will offer free online courses to customers of Barnes & Noble through its web site beginning this summer. Under the partnership agreement, Barnes & Noble will become the primary distributor of notHarvard.com's eduCommerce course and software materials. Courses will be based upon books carried by Barnes & Noble and the company is inviting authors of those books to become "university instructors" by hiring them to publish additional content in electronic form.

Newsline - En bref

Illegal Lock Out of Sessional Lecturers

Sessional lecturers at the University of Quebec at Trois-Rivières are locked out of Summer Session. This illegal lock-out targets the instructors in the École internationale de français, members of the Canadian Union of Public Employees, who are heavily represented on the bargaining team and executive of the union. The lock-out has caused lay offs of cafeteria workers and other support staffers. Local businesses are also suffering because the 900 EIF students are not in Trois-Rivières this summer.

Ontario Scholarships to Remain in the Provincial Domain

A recent decision by the Ontario government to change the distribution of the Ontario Graduate Scholarships has been thrown out. The provincial government was contemplating allotting the scholarships to institutions on a fixed basis to be granted at source, rather than by the province. "Ontario grads had very serious concerns about this since it represented a threat to mobility for students and a threat to their 'marketability' to grad programs," said Joel Duff, chairperson of the Canadian Federation of Students' National Graduate Council. "We were also concerned that it would provide an incentive to grad schools to diminish institutional scholarships which are aimed at attracting OGS recipients." Many letters of protest were sent from the Ontario Graduate Association of the CFS and member locals. In May, Duff learned the whole idea had been crushed. "The CFS lobbying efforts paid off," said Duff. "This represents an incredible success."

Ontario : les bourses demeurent du ressort provincial

Une récente décision du gouvernement de l'Ontario de modifier l'attribution des bourses d'études supérieures a été rejetée. Le gouvernement envisageait de confier l'administration des bourses d'études aux établissements d'enseignement, sur une base fixe. « Cette décision préoccupait sérieusement les diplômés de l'Ontario puisqu'elle menaçait la mobilité des étudiants et leur « qualité marchande » pour les programmes d'études supérieures », a déclaré Joel Duff, président du Conseil national des étudiantes et étudiants diplômés de la Fédération canadienne des étudiantes et étudiants. « Nous craignions également que cette mesure incite les écoles d'études supérieures à diminuer les bourses institutionnelles qui visent à attirer les récipiendaires des bourses d'études supérieures de l'Ontario. » L'association des étudiantes et étudiants diplômés de l'Ontario de la FCEE et les associations locales membres ont envoyé de nombreuses lettres de protestation. En mai, M. Duff a appris que l'idée était rejetée.

Lock-out illégal des chargés de cours

L'Université du Québec à Trois-Rivières a mis ses chargés de cours en lock-out pour la session d'été. Ce lock-out illégal vise les instructeurs de l'École internationale de français, membres du Syndicat canadien de la fonction publique, qui sont fortement représentés au sein de l'équipe de négociation et de l'exécutif du syndicat. Le lock-out a entraîné la mise à pied des travailleurs de la cafétéria et d'autres membres du personnel de soutien.

Celebrating the Culture of Peace

In mid-May, the status of women committee of the University of Toronto Faculty Association co-sponsored a culture of peace symposium with CAUT to celebrate the International Year for the Culture of Peace.

Events held at the OISE/UT site over a two-day period included an open forum on educating for a culture of peace, and several workshops.

The open forum, moderated by Dr. Geraldine Macdonald, chair of the faculty association's status of women committee, included panelists Bill Graham and Anne Adelson, both members of the Canadian National Working Group for the International Year for the Culture of Peace, and Arnold Noyek, chairman of the Canada International Scientific Exchange Program (CISEPO).

Graham's philosophical dialogue argued that conflict was inherent within a peaceful culture, but the resolution of conflict would not need to resort to violence. Adelson clarified that this international year reflects the official UN acknowledgment of the many social movements which together shifted the world towards a culture of peace. Noyek shared his vision of peacebuilding through CISEPO in the Middle East.

The United Nations General Assembly has asked each citizen of the world to make, in their personal and professional lives, a commitment to support the global vision of a world free of violence, a world where peace prevails.

"CAUT is committed to a culture of peace, and will work to promote and coordinate activities across the country in support of this objective during the year 2000," said Graham. ■

Information about the International Year for the Culture of Peace is available at www.unac.org/unfac/peace.html, 2000.

Junior Faculty Pay Deplorable

By RON MELCHERS

Data released by Statistics Canada show university pay scales hinder recruitment of highly qualified faculty.

Although, on average, university faculty between the ages of 30 and 34 earned almost $7,000 more than their peers outside of the university, university faculty in this age group represented just 6 per cent of all faculty members in 1996.

This situation changes quickly as university salaries fail to keep pace with those of doctorate-holders outside of academe. Academics fall behind their outside peers after age 34, by $4,700 per year by ages 40 to 44, and do not catch up again until they are over 50.

From age 55 on, academic earnings increase rapidly in relation to non university employment and by far outstrip those of the holders of doctorates reporting earnings from employment outside of universities, by almost $7,000 per year between the ages of 55 and 59 to nearly $16,000 over age 60.

At the same time, a larger proportion of university faculty remain employed at more advanced ages than their outside peers: 29 per cent of faculty were 55 years of age or older in 1996 compared to only 18.5 per cent of doctorate holders employed outside of academe.

The unique structure of university salaries by age suggests the prime issue of universities in their compensation policies is the retention in employment of older faculty: those aged 55 and older and even more so those aged over 60. Higher salaries paid by universities to faculty in these age groups are successful at retaining them in employment at ages where their non academic peers leave employment in large proportion. Almost half of doctorates over age 54 are employed in universities as compared with less than a third aged less than 40.

Universities pay a high price to achieve this effect and, as the numbers of faculty in these age groups continue to swell, universities are investing more and more heavily in this goal.

There is no corresponding interest demonstrated for the contribution which compensation might have in the recruitment or retention of those aged between 35 and 49, where university salaries are non competitive with outside opportunities for doctoral graduates.

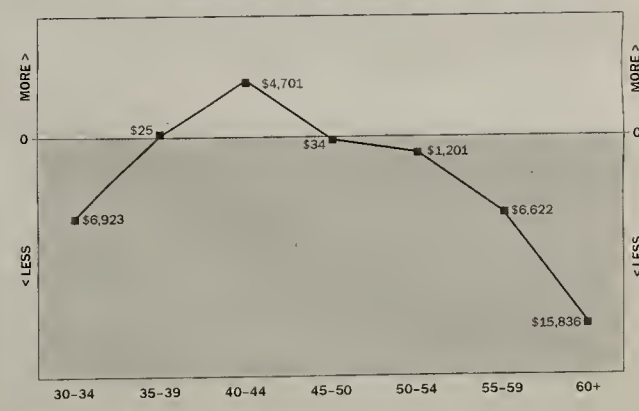
There is furthermore no evidence the situation in universities has changed since 1996, as university salaries have stagnated and outside labour market conditions have flourished. This calls into question claims of concern made by university presidents and their associations in their current lobbying for increased funding to ensure faculty renewal.

University compensation policies show little evidence of such concern for the competitiveness of the academic career in the face of outside employment opportunities, at least not at the early and middle stages of academic careers. ■

Ron Melchers is CAUT's Visiting Research Fellow in post-secondary study.

The Faculty Salary Gap

The graph depicts the annual salary difference between average faculty pay and pay of PhDs employed outside of universities for 1995-96, the year reported in the most recent census. The vertical axis shows the annual earnings differential from the average full-time faculty salary by age group as reported by Statistics Canada from the annual University and College Academic Staff Survey.



0 = Average Faculty Salaries

NewsCorp Targets Education

MEDIA baron Rupert Murdoch and his giant News Corporation company have reached a deal with the 18-member university network Universitas 21 (which includes McGill University, the University of Toronto, and the University of British Columbia) to offer online programs and courses.

Murdoch told a press conference in Melbourne, Australia that NewsCorp will establish a joint-venture company with Universitas 21 (U21) through the company's London-based subsidiary, TSL Education Ltd. The new venture company could begin offering university courses, aimed at recent graduates and those already working, over the Internet as early as next year.

"News Corporation has taken a strategic decision to enter the distance learning market using our global distribution platforms, our advanced technologies, and our marketing reach," Murdoch said. "A mutually profitable partnership between leading providers in higher education and one of the world's leading media companies is a very strong proposition."

"Universitas 21 is investing major intellectual property in the partnership," added Alan Gilbert, Universitas 21 chair and vice chancellor of the University of Melbourne. "What we are offering is the U21 brand which derives from the multi-jurisdictional authority and legitimacy of the various member institutions. Properly branded, advertised, and promoted, it will be hugely powerful, much more so than any individual university trying to franchise its brand around the world."

Under the proposed venture, groups or individuals anywhere around the globe with an interest in developing online programs will be invited to do so, but the 18 member institutions of Universitas 21 will provide degrees and oversee the assessment for all courses offered.

The announcement, the latest in the drive toward the online commercialization of education, has many observers worried. In New Zealand, the president and executive director of the Association of University Staff met with the vice-chancellor of Auckland University — New Zealand's member of Universitas 21. They were told the proposal is only at the memorandum of understanding stage and that any participation of the university would have to be approved by the senate.

AUS executive director Rob Crozier noted that staff at Auckland have serious reservations about the amount of effective input they would have. Staff pointed to the appalling track record of Rupert Murdoch in suppressing freedom of speech and critical journalism. ■

U21 Members

Albert-Ludwigs University Freiburg
University of Auckland
University of Birmingham
University of British Columbia
University of Edinburgh
Fudan University
University of Glasgow
University of Hong Kong
Lund University
McGill University
University of Melbourne
University of Michigan
University of New South Wales
University of Nottingham
University of Peking
University of Queensland
National University of Singapore
University of Toronto

Ontario Universities Continue to Lose Ground

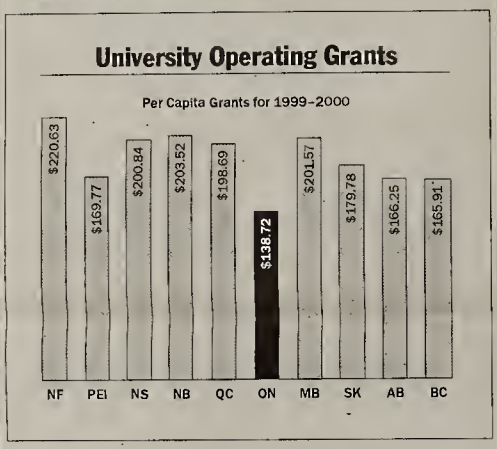
STATISTICS released last month by the Council of Ontario Universities show that the gaps in university funding between the provinces continue to grow and that Canadian universities are increasingly falling behind their American counterparts.

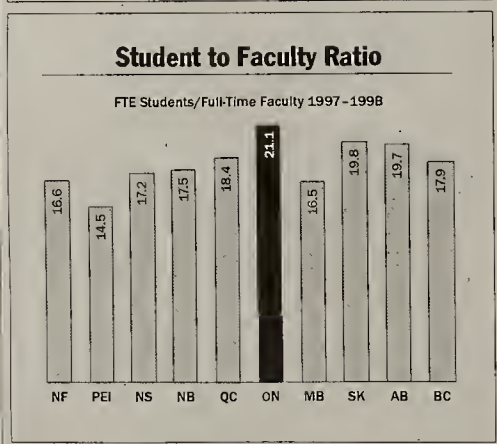
Ontario, Canada's richest province, ranked second to last among the 10 provinces and 50 American states when government spending on universities is measured over the 1995-96 to 1999-00 period. Total public funding, not adjusted for inflation, declined by more than 8 per cent in Ontario and by more than 4 per cent in the remaining nine provinces during this period. That stands in stark contrast to the average 28 per cent increase in state funding south of the border.

The COU says that among the provinces, Ontario also holds the dubious distinction of spending the least per capita on universities and having the highest student/faculty ratio.

"Provincial funding would have to increase by more than half a billion dollars just to reach the level of funding per capita of the other nine provinces," the council concludes.

The report also found that the number of faculty and staff at Ontario universities declined 10 per cent between 1987-88 and 1998-99, and that total faculty and staff salary and benefit costs are nearly 12 per cent lower today than in 1991-92. ■





— SOURCE: COUNCIL OF ONTARIO UNIVERSITIES —

UBC Faculty Association Wins Labour Board Case

☞ From PAGE 1

existing members) followed by a vote of one course sessionals (91 per cent in favour) on their inclusion in the bargaining unit and the collective agreement.

At the end of their drive, CUPE claimed sufficient sign-ups to bring the matter before the Labour Board (but not enough for automatic certification). The board ordered a vote which was kept sequestered, pending a decision on the issues.

In a subsequent interim decision, the board recognized the appropriateness of a bargaining unit comprising all faculty, acknowledging the "functional integration"of sessional and other faculty in carrying out the teaching mandate of the university. The decision also suggested the faculty association should take steps to ensure unequivocally that our voluntary recognition was under the Labour Code as we asserted.

Consequently a vote was held of all members to amend the framework agreement and place ourselves under the Labour Code. This was ratified also by a very strong vote in favour. It is this result as well as the appropriateness of our bargaining unit comprising all faculty which was upheld by the May 25 board ruling.

Throughout the long process we had strong support from many long term sessional members. Our history has been one of inclusion of sessional faculty and over the years sessional members have served on the association executive and other important committees including salaries and economic benefits committees. Our collective agreements covering sessional faculty include a minimum salary scale, access to benefits, vacation pay (including one course sessionals), lay off and seniority clauses.

The 1998 agreement also included a provision to convert a list of long term sessionals to 12-month lecturers. There is still much to be done but our sessional members recognized what CAUT has also stated: "When it comes to pay scales, academic freedom, seniority and pensions, faculty associations have done better for sessional lecturers than others."

We are glad to have the battle behind us and look forward to the challenge of continuing to represent the interests of our sessionals. In our recent elections, one more sessional member was elected to our executive (bringing the total to two) as well as two other new members who vowed to work also for sessional issues. I am the first president of the UBC Faculty Association who began my term on the executive as a sessional member.

This is a bargaining year coming up and we look forward to strong participation from our sessional faculty in working for increased salaries and improved conditions of employment commensurate with their important role as teaching faculty at UBC.

Throughout the campaign we were grateful for the continuing support from CAUT as well as for the financial help with some of our campaign expenses. ■

Norma Weiland is president of the University of British Columbia Faculty Association.

L'exode des cerveaux : une petite échappée

DANS un rapport publié le mois dernier, Statistique Canada a indiqué que le fameux « exode » de travailleurs canadiens hautement qualifiés vers les États-Unis demeure faible sur le plan historique, faible par rapport à la réserve de travailleurs dans des emplois essentiels, et est plus que compensé par un immense « gain de cerveaux », c'est-à-dire l'immigration au Canada de travailleurs du savoir du monde entier.

Selon Statistique Canada, entre 22 000 et 35 000 Canadiens ont déménagé aux États-Unis chaque année au cours des années 90, notamment 10 000 diplômés universitaires. Cependant, 39 000 titulaires de grades sont arrivés au Canada chaque année, dont 11 000 possédaient une maîtrise ou un doctorat.

La principale hémorragie favorable aux États-Unis, indique le rapport, concerne les médecins, les infirmières, les ingénieurs et les scientifiques, mais cette perte est restée faible et a constitué moins de 1 p. 100 de la réserve de travailleurs dans ces domaines.

Statistique Canada a aussi trouvé que les mouvements de professeurs du postsecondaire entre le Canada et les États-Unis sont demeurés relativement équilibrés et stables, quoique durant les années 90, le nombre de professeurs qui ont émigré chez nos voisins du Sud a été le double de ceux qui sont venus au Canada.

En 1997, le nombre de professeurs d'universités et de collèges qui ont émigré aux États-Unis n'a jamais été aussi faible en dix ans. ■

Traduit de l'article « So-Called Brain Drain More Like a Trickle ».

NATIONAL ABORIGINAL DAY

June 21
is National Aboriginal Day, a time for all Canadians to recognize the diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples.

Information: www.inac.gc.ca

Share in the Celebration!

National Aborginal Day
Journée nationale des Autochtones

Academic Librarians'
Distinguished Service Award
2001

REQUEST FOR NOMINATIONS
The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities. Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

THE CRITERIA
Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 2001 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

NOMINATION DEADLINE
All nominations for the 2001 Academic Librarians' Distinguished Service Award must be received by February 16, 2001.
Nominations should be addressed to: Chair, Librarians' Committee, CAUT, 2675 Queensview Dr., Ottawa, ON K2B 8K2.

Prix des bibliothécaires pour
SERVICES ÉMÉRITES
2001

MISES EN CANDIDATURES :
Le Prix des bibliothécaires pour services émérites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes. Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

CRITÈRES DE SÉLECTION :
Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'assemblée de novembre 2001 du Conseil de l'ACPPU. Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

DATE LIMITE DES MISES EN CANDIDATURE :
Toutes les candidatures au Prix des bibliothécaires pour services émérites de 2001 doivent nous parvenir avant le 16 février 2001. Prière de les adresser à le Président, Comité des bibliothécaires de l'ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communicotion between Canada's academic librorians. It provides o forum to share informotion ond opinions on topics of interest.

Join Today...
Portication in the list is open to members and associote members of CAUT. Correspondence is encouraged in French ond English. Active involvement by academic librorions in the discussion is necessary to make this listserv on effective and voluable means of communicotion. We look forword to your portication!

Contact CAUT...
The list is managed by Notolie Savard at CAUT. For more Information about this list and how to participate in the discussion, contoct her at savord@caut.co. There is no charge to subscribe.

CAUTLib

Star Wars Is Coming to a University Near You

The Canada Research Chairs program may mean black holes at other universities and create a two-tier status system among Canadian universities.

By BILL GRAHAM

THE Canada Research Chairs program (CRC) is just offshore – and the first wave will hit our universities in September. Universities will be submitting their strategic research plans for the first slate of nominations to the CRC Steering Committee early in September 2000.

Under the CRC program the federal government will commit $900 million to create 2,000 chairs in Canadian universities for research "stars." There will be 1,000 Tier I chairs for current research stars, and 1,000 Tier II chairs for future research stars. Universities will receive $200,000 per year for each Tier I chair, and $100,000 per year for each Tier II chair, for as long as the federal money is available (currently three years).

The government says its objectives are to "establish world-class centres of research excellence" and to "offset brain drain pressures for global research stars."

Surely, when governments put up so much money for faculty positions it is good medicine for what ails our anaemic universities, isn't it? Yes, the money is good medicine, but watch out for the side effects. They will result in profound restructuring of Canada's public university system.

First, the CRC program isn't based on building research capacity across the entire system. Instead it is aimed at creating flagship centres of research intensity. The folks who designed it believe that "productive jurisdictions" pursue "competitive advantage" by avoiding the pitfalls of attempting to support research broadly across the spectrum of institutions at the expense of developing flagship institutions which are key to research excellence and innovation in a knowledge-based economy.

As one administrator puts it, "flagship research programs are those that conduct internationally significant research, that foster global profiles, networks and impact, and that achieve significant success in national and global research competition."

The ruling viewpoint says the rapid emergence of the intensely competitive knowledge/education marketplace in which innovation drives economic growth requires a new strategic reallocation of resources to close the "innovation gap" between Canada and other leading nations.

The report of the so-called Expert Panel on the Commercialization of University Research made the case clearly enough. That report may be dead, but its underlying ideas and initiatives are alive and operational inside federal and provincial governments. This was made clear at the symposium, "Brain Gain 2000," sponsored by the Ontario Research and Development Challenge Fund held in Toronto on June 1, 2000.

The ruling ideas expressed at the symposium were: (a) we need to create a culture of innovation to develop and commercialize new ideas by (b) concentrating research funding in cross-disciplinary clusters and networks which are (c) tied to regions and centres of innovative research – e.g., "university districts" for research in areas such as biotech and infotech – and which (d) can develop researchers as entrepreneurs to increase productivity by (e) hiring stars who should be paid whatever it takes and (f) provided with selective tax benefits and stock options provided (g) they transfer their intellectual property to the private sector for commercialization.

Faculty unions, the tenure system and government block grants to institutions were seen as obstacles to this brave new world. A Canadian "Innovation Policy" should be developed, it was urged, which would reduce individual and corporate taxes as well as capital gains taxes.

The Canada Research Chairs "Star Wars" Program *fits* the bill. It will create a two-tier status system among Canadian universities: the flagship research centres and those universities primarily devoted to teaching where research resources will be even scarcer than at present.

But there is also some potentially bad medicine for the larger flagship universities as well, including the prime beneficiaries of the CRC program. Faculty members at these universities, and their faculty associations, should be worried – and watchful – for several reasons. Market forces already create salary differentials among faculty with a wide range of professional schools as well as arts and science, and the differences are growing as the competition among universities for the best talent intensifies.

Competition for the research stars will be even greater, and it will create not only a greater salary difference between the cadre of stars and those who labour in the trenches, but it will create a status-and-resource-access gap as well.

Consider the University of Toronto, for example. It will receive an estimated 251 chairs over the five-year period: 132 in health sciences, 80 in engineering and natural sciences, and 39 in social sciences and humanities. Already humanities and social sciences are shrinking in relation to other programs. That trend likely will speed up. And the 251 chairs will be concentrated as follows: a number of "broad research thrusts" will be identified; and each "thrust" will incorporate a number of "chair clusters" ranging across academic disciplines and divisions.

By the university's own admission, the CRC program "will have a very significant effect in shaping the academic enterprise of the university." Some programs will have to bite the dust so the favoured can be secure. Thus, the future shape of the university and its academic programs will be determined by this program. And, since the level of funding provided by the program will not cover the full costs to support the chairs, and since the future of government funding is not certain beyond the present $900 million (meaning the university itself may have to find its ongoing support for the chairs) there could be, in the immortal words of Ross Perot, "a giant sucking sound" as money is drawn from non-cluster academic areas to support the clusters.

Faculty members and their associations across Canada, perhaps especially at the flagship centres of innovative research, will have to be alert. If you doubt the connection between the CRC program and the Report of the Expert Panel on the Commercialization of University Research you only need attend to who is in charge of determining who gets the chairs and *what research-innovative clusters will* be emphasized. The CRC Steering Committee is composed of Industry Canada, the Canada Foundation for Innovation and the granting councils.

One sign of hope for the University of Toronto rests in its new president, Robert Birgeneau, who is coming from the Massachusetts Institute of Technology which has a *lot* of experience in the area of research concentrations. In addition, Dr. Birgeneau was almost the only voice of reason at the recent brain gain symposium in Toronto. His remarks should be heard by all university presidents.

He disagreed with the tax-cutting agenda, arguing that in Canada "we get something for the taxes we pay: good health care. In the U.S. the health care system is outrageous."

He urged that universities should not pay their stars significantly more than others. At MIT, he said, there is a rather narrow range of salaries. He recommended looking for the best young talent to develop rather than emphasizing established stars.

He suggested that instead of kicking upstairs to administrative positions those who have not been strong teachers and researchers, universities ought to convince their best scholars to take leadership positions to create a scholarly climate by example.

The coming Star Wars program will be a challenge to us all. ■

Bill Graham is past president of CAUT.

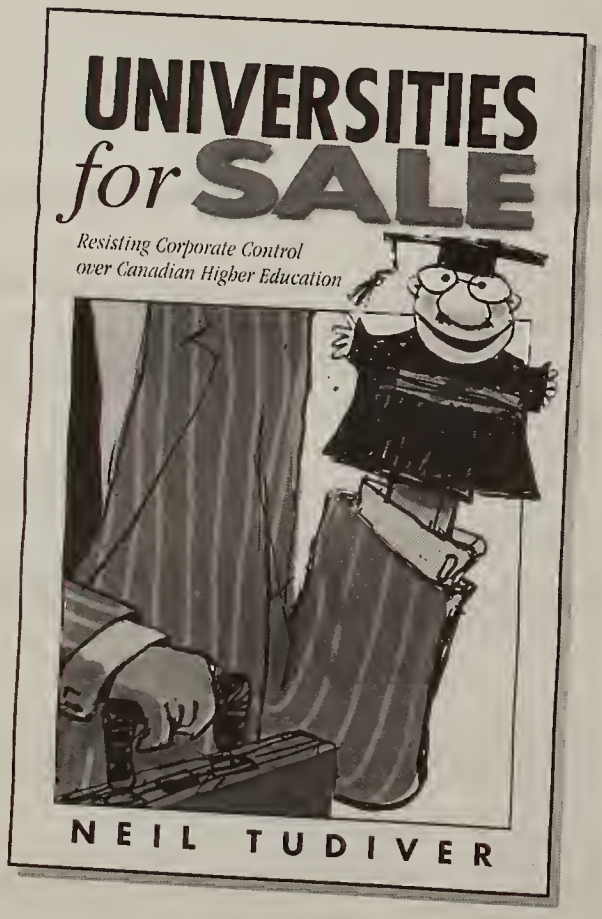
"The Canada Research Chairs: Doing Industry's Research," was published as the *CAUT Education Review*, Vol. 2, No. 2 (May/June 2000). The full document is available at www.caut.ca.

A CAUT Series Title
Published by James Lorimer & Company Ltd.

UNIVERSITIES FOR SALE

Canadian universities are being forced to defend themselves against an aggressive campaign of commercialization being waged by business. In this new book Neil Tudiver shows how erosion of the traditions of scholarly independence and academic freedom has accelerated to a point of crisis.

Will corporations drive our universities? Or will embattled professors find new allies willing to defend free inquiry against the pressures of economic expediency?



To order this book contact Formac Distributing.

5502 Atlantic Street, Halifax, NS B3H 1G4
Fax (902) 425-0166 • Phone toll-free 1-800-565-1975

Job Success Poor Basis for Funding Universities

By D.W. LIVINGSTONE

RECENT initiatives by the Ontario and Alberta governments to tie post-secondary funding to how many graduates quickly get jobs may be well-intended but they are seriously misguided.

First and foremost, they misdiagnose employment gaps as primarily an educational problem rather than an economic one. Second, they assume that we can accurately predict future job market needs in particular technical specialties. Third, such performance-based approaches assume that employers of post-secondary graduates are mainly interested in narrow sets of technical skills rather than advanced critical and creative thinking skills associated with a more general education.

There is unquestionably a large education-jobs gap in this country, but little of this is due to educational deficiencies. Shortages in particular specialties and occupations make headlines – last year computer specialists to fix the millennium bug, this year teachers to replace the coming wave of retirements. But these educational bottlenecks are not responsible for the main problems with our economic performance.

In spite of the recent employment upswing, the official unemployment rate sticks at around 7 per cent because a huge army of previously discouraged workers keeps trickling back into the job market. The average unemployment rate remains much higher than it was in the 1945-75 period even though Canadians are now much more highly educated.

The number of adequately trained part-time employees who want full-time jobs but can't get them is now more than a million. Employed workers who are overqualified for their jobs in either credentials or actual competencies on the job may make up more than half of the active labour force. The basic problem is not lack of education but lack of enough good jobs.

By the most basic measures, Canadian educational institutions have been highly productive over the past generation in spite of reduced government funding. Canada now leads the world in the proportion of young people who attend and graduate from post-secondary institutions.

Contrary to views in some quarters, Canadian schools have produced an increasingly literate population. More than 75 per cent of Canadians under the age of 35 can read and interpret complex texts compared with only about 33 per cent of those over the age of 55.

In actual skills and competencies, Canadians are exceptionally well prepared to work in the much heralded knowledge-based economy. While education can always be improved, Canadian employment problems cannot credibly be blamed on any general educational performance deficiency.

A recent national survey indicates that Canadian adults are increasingly involved in informal learning activities outside educational institutions, now averaging about 15 hours a week. Approximately 33 per cent of those over the age of 18 are enrolling annually in some form of adult education. Demand for advanced training has never been higher.

Certainly continuing tuition fee increases are a growing disincentive for those from poorer family backgrounds. But there is no evidence that either the larger and larger debt loads that students are taking on or chronic underemployment of many graduates is reducing the demand for general advanced education programs.

Tying education funding to immediate employment will neither nurture nor prevent continuing growth of this "learning society." The track record of educational systems, governments and even businesses in accurately predicting training shortages in specific job areas in free market economies is dismal. Given this record, it is surprising to see such free market advocates as the Alberta and Ontario governments so keen to experiment with central planning.

Initiatives to address immediate skills shortages in specific fields – such as computer science, electrical engineering, school teaching and radiology at the moment – are periodically necessary. But job skills are perpetually changing and employers, employees and the unemployed are continually involved in formal and informal training activities to keep pace. To expect educational institutions to provide these specific skills for instant employment is to fail to comprehend the rapidity of these changes and the effectiveness of these decentralized responses.

While governments of any stripe must continue to intervene in response to shortages in key fields, the "tied" approach which links post-secondary funding to graduate employment in general is likely to be counterproductive. This tied approach to funding serves to undermine educational institutions' far more important basic purpose of providing a broad enough advanced education in critical and creative thinking skills and general fields of inquiry for their graduates to cope with whatever future specific skill demands they may face as workers, consumers and citizens.

The solution to the education-jobs gap won't be found in attempts to tie advanced education more tightly to employment and discourage pursuit of more general education. All Canadian governments should put much more concerted efforts into community-based and highly accountable job creation programs to stimulate fuller employment for our highly educated workforce.

For governments to become preoccupied with micromanaging our educational systems for specific, short-term labour market shortages is a recipe for both continuing underemployment of the most highly educated labour force in the world and longer term economic failure. ■

Dr. D.W. Livingstone is head of the Centre for the Study of Education and Work at OISE/UT and author of *The Education-Jobs Gap: Underemployment or Economic Democracy* (Garamond Press).

CCPA Plans Re-Launch of Education Journal

The release of *Our Schools/ Ourselves* is slated for fall 2000.

THE education journal *Our Schools/Ourselves*, which suspended publication last year, will be re-launched this fall as a publication of the Canadian Centre for Policy Alternatives.

The journal provided a forum for some of Canada's most respected authors on education, and served to both analyze issues in Canadian education, as well as to enlighten academics, activists, students and parents about the role of education in our development as a society.

"Since its establishment in 1988, *Our Schools* has been committed to publishing articles and books on a variety of education issues," said Erika Shaker, researcher for CCPA's education project, and co-editor of the new series. "We're pleased to be adding *Our Schools/ Ourselves* to our list of publications and see this collaboration as an eminently rich and useful one."

The Centre has focused more specifically on education and education-related issues with the creation of its Education Project in the fall of 1996, and has produced *Missing Pieces: An Alternative Guide to Canadian Post-Secondary Education, Tech High*, and the *Education, Ltd.* series.

"*Our Schools/Ourselves* will be accessible and relevant to all stakeholders in the education system – elementary, secondary and post-secondary – providing a much needed forum for discussion, information distribution and collaboration on issues of pedagogy, action, social justice and educational content, on a provincial, national and international basis," added Shaker.

The CCPA is an independent, not for-profit research organiza-tion founded in 1980, and focuses on economic and social policy issues from a more progressive perspective. ■

For more information contact the CCPA. Tel: (613) 563-1341; Fax: (613) 233-1458; E-mail: ccpa@policyalternatives.ca.

No Quick & Easy Fix for Intellectual Property at McGill

AFTER a year and a half of talks and the first special meeting of the McGill senate in more than a decade, senators are no closer to approving a new policy on intellectual property rights for faculty.

On May 31 the senate was to review two sets of proposals: a draft submitted by the vice-principal (research) containing recommendations for joint inventor-university ownership, and a set of suggested amendments submitted by a senate-appointed ad hoc committee to revise the draft policy on intellectual property. The amendments proposed inventor ownership with the university having the right of first offer in the event the inventor wished to commercialize.

In a surprise move just before the meeting, the vice-principal submitted a new version calling for university ownership to take effect 30 days following mutual agreement on a commercialization plan between the inventor and the university's office of technology transfer.

"We expected a straightforward discussion in senate on the choice of ownership options in the pre-commercialization phase," said Myron Frankman, chair of the ad hoc senate committee. "Instead, the vice-principal changed his mind and submitted amendments calling for university ownership."

Frankman said discussion of a new policy has "probably been more extensive than any other policy proposed at McGill in living memory." He notes there are many areas where there is no disagreement:

- The inventions of students are free from the provisions of the policy, unless they either wish to commercialize through the university's office of technology transfer, or are co-inventors with faculty or staff who are covered by the policy.
- All inventors are required to disclose those inventions and software they wish to develop for commercial purposes.
- The division of income between inventor and university is only slightly changed from the existing arrangements. The formula for income sharing is dependant on whether the inventor or the university is responsible for the commercial development of the invention or software.
- A portion of the university's share of income will be allocated to the faculties of the inventors, and to graduate student fellowships.
- Inventors are not obligated to seek commercial development of their work.
- Inventors of software are free to license or distribute it without profit.
- There is a well-specified appeal process.

After a two-hour committee of the whole discussion in the senate, a summary judgment was provided by Principal Bernard Shapiro. He noted that a coherent policy was not likely to be the outcome of the afternoon's deliberations and asked the vice-president and the ad hoc committee to meet again over the summer and present to the senate in September either one draft or two alternative drafts.

"I had hoped to be able to report here on the successful conclusion of the revision of IP policy at McGill," Frankman said in recent e-mail correspondence to the *Bulletin*. "While the last minute reversal of position on university ownership casts a pall, we have made considerable progress on the rules applying to ownership, distribution, and commercial rights, as well as procedures that govern the use and distribution of intellectual property." ■

More information on IP policy at McGill can be viewed at http://vm1.mcgill.ca/~inmf/http/ip.html.

The site contains links to the IP policies of the other group of 10 Canadian research universities and to the Canadian Patent & Copyright Acts.

So-Called Brain Drain More Like a Trickle

IN a report released last month, Statistics Canada says the so-called "brain drain" of highly skilled Canadians to the United States remains small in an historical sense, small in relation to the supply of workers in sensitive occupations, and is more than offset by a huge "brain gain" – the immigration of knowledge workers into Canada from the rest of the world.

Between 22,000 and 35,000 Canadians moved to the U.S. each year during the 1990s, including about 10,000 university graduates, Statistics Canada said. However, 39,000 degree-holders entered Canada each year, with 11,000 possessing a Masters or PhD degree.

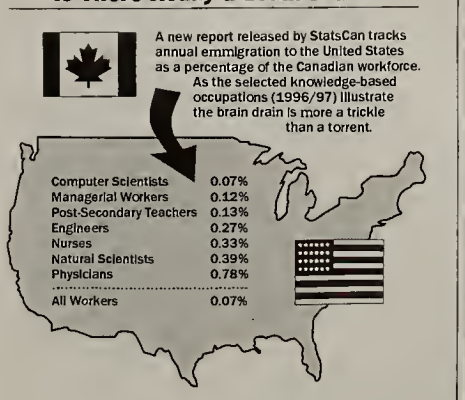
The major losses to the U.S., StatsCan reports, is of physicians, nurses, engineers and scientists, but this loss remained very small and constituted less than 1 per cent of the supply of workers in these occupations.

Statistics Canada also found that the movement of post-secondary faculty between Canada and the U.S. has remained relatively balanced and steady, although during the 1990s faculty emigrating to the U.S. outnumbered those moving to Canada by a 2 to1 ratio.

By 1997, the number of university and college teachers emigrating to the U.S. reached a 10-year low. ■

Full report available at www.statcan.ca/english/indepth/81-003/feature/eq2000_v06n3_spr_a01_hi.htm.

Is There Really a Brain Drain?


A new report released by StatsCan tracks annual emmigration to the United States as a percentage of the Canadian workforce. As the selected knowledge-based occupations (1996/97) illustrate the brain drain is more a trickle than a torrent.
Computer Scientists 0.07%
Managerial Workers 0.12%
Post-Secondary Teachers 0.13%
Engineers 0.27%
Nurses 0.33%
Natural Scientists 0.39%
Physicians 0.78%
All Workers 0.07%

CAUT Backs Judicial Review in Trent Case

CAUT is supporting three Trent University faculty members seeking judicial review of a Trent Board of Governors' decision to overrule the university's senate.

The issue arose from Trent president Bonnie Patterson's proposal to close the university's two downtown colleges, sell the property, and move operations to Trent's suburban campus. Three days after senate rejected the proposal, Patterson took the matter to the board which voted to implement the plan.

"We believe the board's motion exceeded its jurisdiction," said Tom Booth, CAUT president. "Under the Trent University Act, senate has authority over educational policy and, given the educational role of Trent's colleges, a decision to close is a matter of educational policy."

"Collegial governance is essential for universities," Booth added. "When the power of senate is diminished, the university is endangered."

Andrew Wernick, one of the Trent professors named as applicants for the judicial review, said, "support by Canada's national faculty organization makes clear the seriousness and public importance of the issues being raised here."

The hearing for the judicial review will be before three Ontario Appeals Court judges, and is scheduled for Sept. 18. ■

UBC : Décision favorable à l'Association des profs

☞ Suite de la PAGE 1

d'enseignement de l'université. La décision suggérait aussi que l'association des professeurs prenne des mesures pour obtenir l'assurance formelle que notre reconnaissance volontaire respectait le Code des relations du travail comme nous l'affirmions.

Par conséquent, tous les membres ont été appelés aux urnes pour modifier l'entente-cadre et respecter le Code. Le vote a été très largement favorable. C'est ce résultat et le bien-fondé du fait que notre unité de négociation englobe tous les professeurs qui ont été confirmés par la décision du 25 mai de la Commission.

Tout au long du processus, nous avons bénéficié de l'appui soutenu de nombreux professeurs à la leçon employés pour une période prolongée. Depuis toujours, nous avons inclus des professeurs à la leçon, et au fil des ans, ils ont fait partie du comité exécutif de l'association et d'autres comités importants, notamment des comités des salaires et des avantages sociaux. Nos conventions collectives qui couvrent les professeurs à la leçon incluent une échelle des salaires minimum, et des clauses touchant l'accès aux avantages sociaux, la paie de vacances (y compris pour les professeurs qui enseignent un seul cours), la mise à pied et l'ancienneté.

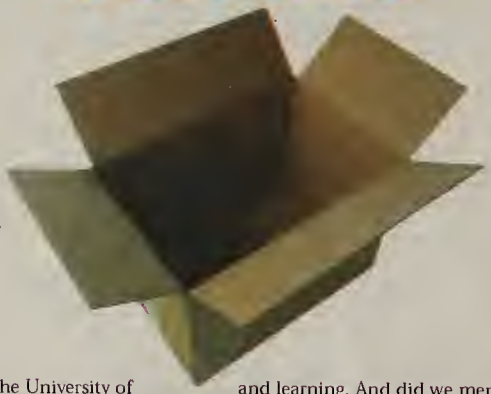
L'entente de 1998 incluait aussi une disposition pour faire des professeurs à la leçon embauchés pour une période prolongée des chargés de cours pour douze mois. Il y a encore beaucoup de travail à faire mais nos membres professeurs à la leçon savent que l'ACPPU a aussi déclaré que lorsqu'il s'agit des échelles salariales, de la liberté académique, de l'ancienneté et des pensions, les associations de professeurs ont accompli plus que quiconque pour les professeurs à la leçon.

Nous nous réjouissons de voir que la bataille est terminée et nous nous ferons un plaisir de continuer à défendre les intérêts de nos professeurs à la leçon. Récemment, un de ceux-ci a été élu au comité exécutif (ils sont donc maintenant deux de cette catégorie) ainsi que deux autres nouveaux membres qui se sont engagés à travailler sur les questions concernant les professeurs à la leçon. Je suis la première présidente de l'Association des professeurs de UBC qui a débuté son mandat au comité exécutif à titre de professeure à la leçon.

Nous entrons dans une année de négociation, et je sais que je pourrai compter sur un grand nombre de professeurs à la leçon pour demander les augmentations de salaire et les conditions de travail appropriées à leur rôle important en tant que membres du corps professoral de UBC. ■

Traduit de l'article « UBC Faculty Association Wins Labour Board Case ».

Cogitate beyond the paperboard cuboid



The University of Windsor is looking for innovative thinkers – people who challenge the status quo as a matter of daily practice – to help build a learner- and research-centred institution over the next decade and beyond.

We're looking for people with open minds for other reasons, too; we're simply not a big name, big city university that attracts academics on the basis of its reputation alone. But choosing a smaller university *does* offer you the advantages of flexibility and fluidity of structure – academic influence, rapid advancement, and the ability to *stand out* while *standing among* your peers. It also allows you to help nurture a culture of ongoing reassessment and innovation that is exemplified in our soon-to-open centre for innovative teaching and learning. And did we mention that our low cost of living, coupled with our aggressive salary policy, make life in our international twin-city metropolis surprisingly rewarding? Imagine all the social, cultural and entertainment advantages of a larger city, without all the hassles. Most commutes are under 15 minutes.

If that combination of career opportunity, collegiality and creature comforts appeals to you, we encourage you to "think outside the box" and discover how attractive life can be at the University of Windsor.

Please call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608 or visit us at www.uwindsor.ca/facultypositions to learn about the 100 (or so) positions we'll be filling in the next few years.

SET ASIDE PRECONCEPTIONS.
DISCOVER SOMETHING REMARKABLE.

the degree that works

UNIVERSITY OF WINDSOR

CAUT Aids Fleeing Columbian Refugees

CAUT has donated $1,000 to assist two Columbians seeking political asylum in Canada. The request for assistance came from Education International, the world-wide body of teachers unions from more than 100 countries.

"CAUT is pleased to assist in this effort," CAUT president Tom Booth wrote in reply. "It is the responsibility of all of us to aid our colleagues who are endangered because of repressive regimes."

In March, with the help of the regional office of the International Confederation of Free Trade Unions (ICFTU), Benjamin Rincon and his wife, both Columbian teachers, fled to Costa Rica. The Rincons have a six-year-old child who remains in Bogota.

Mr. and Mrs. Rincon are both members of the Columbian teachers' federation FECODE. Mr. Rincon was in prison for 15 months and survived a murder attempt. The ICFTU is deeply concerned at the alarming workers' and human rights situation in Columbia.

"FECODE has confirmed that these two Columbian citizens' lives are in danger, even in Costa Rica," said EI general secretary Fred van Leeuwen. EI will provide assistance to the family until they leave Costa Rica and will also help them reach Canada.

Columbia is the scene of assassinations, kidnaps, torture, persecution, and displacement. Since 1987, more than 2,500 trade union activists and leaders have been murdered, and thousands have been forced to flee their country, according to reports published by the ICFTU. ■

A summary of the report *Unionists in Columbia: A High Risk Occupation*, prepared by the Columbian Commission of Jurists for the Workers' Confederation of Columbia (CTC), the International Confederation of Free Trade Unions (ICFTU) and the Inter-American Regional Workers' Organisation (ICFTU-ORIT) can be viewed at www.icftu.org/displaydocument.asp?Index=991209366.

Faculty at Queen's Receive Pay Increase

QUEEN'S faculty will get a salary increase, but not as much as they hoped for, an arbitrator has ruled.

The 1999-2002 collective agreement at Queen's University provides for scale increases for 2000 and 2001 to be negotiated each year, with final offer selection arbitration in the event of an impasse.

Failing agreement at the table for the 2000 scale increase, the employer and the faculty association presented their positions to arbitrator Morton Mitchnick, on April 18, 2000.

In his ruling issued on May 11, the arbitrator chose the employer's final offer of a 1.7 per cent salary scale increase over the faculty association's 2.6 per cent. He noted that, "for a gap of so relatively small a magnitude, the number of fundamental issues raised by the parties' submissions is quite extraordinary."

The faculty association argued to use as a reference comparable occupations in the private sector – where salaries are about 27 per cent higher than for Queen's faculty. The arbitrator rejected this position on grounds that "such comparison would have to properly take into account the significant differences in academic freedom and other working conditions (much of which is not easily quantified) between a job in the private sector, and holding a post in the university setting."

Grant Amyot, chief negotiator for the Queen's University Faculty Association, said, "It is demoralizing that at a time when the provincial economy is booming we have not been able to make salary gains this year similar to those in the private sector, or recover any of the ground lost in the early 1990s."

The arbitrator also addressed the issue of contributions to the pension plan. He noted comparisons of compensation appropriately include salary and benefits together. Where employers at comparator Ontario universities with defined benefit plans have taken contribution holidays, the savings are available for salary and other benefits. Queen's does not have these savings. It has a defined contribution plan (with a minimum guaranteed benefit) where the employer's contribution continues.

The arbitrator identified the PTR/Merit fund as "perhaps the most critical of the issues impacting the present determination." Here the employer and faculty association positions were diametrically opposed. Other arbitrations have accepted faculty association positions that increments are for experience or promotional growth and not germane to the scale award. Mr. Mitchnick concluded the situation was different at Queen's, because the amount of money going into the pool appeared to be a matter of negotiation from year to year. He accepted the employer's position that PTR/Merit should be considered part of the scale settlement.

Commenting on negotiations, Amyot said failure to reach a settlement meant "we could not improve benefits or make any special adjustments to correct the distortions that the active job market in some disciplines has introduced in our salary pattern, such as salary compression, salary inversion, and widening gaps between disciplines. We hope next year we will have better success." ■

New CCPA Release Reveals that Only Some News Is Fit to Print

The Missing News: Filters & Blind Spots in Canada's Press

Robert A. Hackett & Richard Gruneau with Donald Gutstein, Timothy A. Gibson & NewsWatch Canada. Ottawa: Canadian Centre for Policy Alternatives/Garamond Press, 2000; 258 pp; paper $21.95.

The Missing News asks questions that many Canadians will find troubling. For those who believe that we are getting "all of the news that's fit to print" and that we are in an era of information overload, this book will be an eye opener.

The book's basic argument is that our media world is distorted by a mix of interests and objectives that have little to do with the needs of citizens and a great deal to do with the priorities of owners and advertisers. The book is an excellent guide through the complex and often maze-like politics of news production and a vivid and powerful portrait of power relations in Canadian society.

The starting point for Robert Hackett and his colleagues, who are based at the school of communication at Simon Fraser University, is their deeply held conviction that journalism must be based on two lofty ideals. Journalists should maintain a keen watch on those who hold power and give voice to issues and groups that would otherwise not be heard. Measuring current journalistic practices against these standards, they find today's journalism shockingly inadequate. More to the point, they contend that citizens are not receiving much of the basic information they need to make choices about the direction their society is taking.

The authors describe the news-making process from a number of angles. They review much of the conventional literature about the attributes of news stories, the regime of objectivity, the relationship that journalists have with their sources and the influence of "the pack."

But these institutional pressures seem to pale beside their major concerns – the increasing power of conglomerates and the seemingly inexorable realities of newspaper economics. Here alarm bells are sounded. Just four companies (Hollinger, Quebecor, Torstar and Thomson) control more than 90 per cent of newspaper circulation in Canada, a degree of concentration that is far greater than that found in most other democracies.

The phenomenon of "missing news" stems from a number of distortions in the way news is gathered and produced. In the newspaper industry conglomerates grow larger and become profitable by achieving economies of scale – buying newsprint at bulk rates, cutting costs by relying on wire service copy and a small coterie of syndicated columnists and attracting advertisers by offering lucrative deals. News is treated as a commodity. The cheaper the better. News that's expensive to produce such as providing deep coverage of local issues or investing the time and resources necessary to do major investigative pieces is increasingly discouraged.

The Missing News is particularly astute in describing the problems created by the need to court powerful advertisers. News organizations have been known to simply call off the hounds if one of their advertisers is involved in an embarrassing story, and news and advertising are integrated in special sections devoted to travel, sports or entertainment.

More attention could have been given, however, to the conflicts of interest that occur when news organizations "partner" with businesses and civic groups in various promotional campaigns. It then becomes difficult for news organizations to report objectively on their partners.

Added to this mix of pressures are the political views of owners such as Conrad Black, Hollinger's fiercely conservative boss. The authors' claim that, "Overall, we believe that the historical record supports allegations made by Black's critics that he craves political influence as well as profits, and sometimes intervenes in editorial decision-making on political grounds."

Two of the most interesting chapters in the book are reports on surveys done of journalists and of interest and advocacy groups. A large majority of journalists surveyed complained that "a lack of resources (including time, money and news space) "occasionally" or "often" leads to the omission of significant news." The survey also found considerable self-censorship due to pressures from owners, sources or advertisers. According to journalists, the major "blind spots" in the news resulted from the relative absence of investigative reporting, the neglect of stories critical of business and a failure to cover the consequences of social policies.

The heart of the NewsWatch Canada study was the results of their own quite elaborate and exhaustive process to identify significant stories that had been overlooked during the 1990s. After calling for stories to be nominated from a wide variety of sources, a short list was culled by a national panel of judges. Almost all of the neglected stories – abuses of power by corporations, the increasing gap between rich and poor in Canada and the overlooking of often horrifying human rights or environmental calamities, seem to be the consequence of what media theorists call "structural censorship."

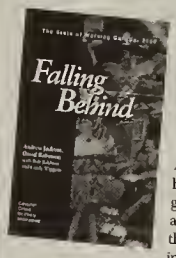
The imperatives and structures of news organizations create a distorted lens – one that gives some stories a great deal of coverage while downplaying or ignoring others. But the authors push the envelope even further, claiming that a system of "conscious exclusion" exists, a system backed by "power and penalties."

One can argue the book has its own "blind spots." It doesn't deal with some of the broader and deeper trends that have changed the journalistic and public policy landscape in the 1990s. It ignores the effects of technological convergence, the impact being made by the vast ocean of the Internet and even the new windows of talk and TV magazine journalism. But the authors may have felt that this was beyond the scope of their project.

The Missing News is by any standard an important achievement. Its authors should be congratulated for writing such a compelling and thought-provoking book, one that should be basic reading by students in Canadian universities and indeed by concerned citizens. ■

Review prepared by David Taras, director of the graduate program in communication studies at the University of Calgary.

Quick Reviews



Falling Behind: The State of Working Canada, 2000

Andrew Jackson, David Robinson with Bob Baldwin & Cindy Wiggins. Ottawa: Canadian Centre for Policy Alternatives, 2000; 202 pp; paper $19.95.

Falling Behind: The State of Working Canada 2000 is the first comprehensive account of how the poor economic performance and government cutbacks of the 1990s have adversely affected most Canadians. Among the findings from this report: there has been no increase for more than 20 years in the real annual earnings of Canadian men working full-time; average weekly earnings, adjusted for inflation, grew just 2.8% from 1989 to 1998, and, despite strong economic growth in 1999, there was no increase in real weekly earnings; and, the average after-tax and after-transfer income of Canadians fell by 5.6% over the 1990s, with poorer families experiencing a decline of 12%. "A careful documentation of two decades of bad policy and poor economic performance. This is required reading for all policy commentators." – Mike McCracken, chair and chief executive officer of Informetrica Ltd.

Education at a Glance: OECD Indicators, 2000 ed.

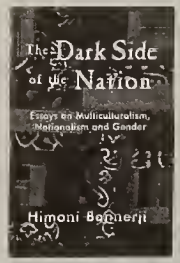
Paris: Organisation for Economic Co-operation & Development, 2000; 385 pp; paper $42 us.

Education at a Glance provides an up-to-date array of indicators representing the current state of education internationally. They provide information on the human and financial resources invested in education, on how education and learning systems operate and evolve, and on the returns to educational investments. The thematic organisation of the volume and the background information accompanying the tables and charts make this publication a valuable resource for anyone interested in analysing education systems across countries. The 2000 edition takes a further step towards reporting internationally comparable data on *lifelong* learning and its impact on society and the economy. It also provides new insights into the financing of education. New indicators also reflect on international student mobility, participation in skill improvement among the employed population and students with special educational needs. A wide range of non-member countries have also contributed to this year's edition, extending the coverage of some of the indicators to almost two-thirds of the world population.

Quick Reviews produced from information supplied by publishers.

CANADIAN SCHOLARS' PRESS INC.

Visit our website at www.cspi.org



THE DARK SIDE OF THE NATION

Essays on Multiculturalism, Nationalism and Gender

HIMANI BANNERJI

Dark Side of the Nation consists of feminist Marxist and anti-racist essays. This reading of difference extends beyond the cultural and the discursive into political economy, state and ideology. It speaks of unresolved nationality problems, the myth of anglos and francophones as the "two founding peoples," and refers to the unfinished state of Canada as an unsettled ground of contested hegemonies.

Although the essays begin with experiences from people of colour living in Canada, they provide a critical theoretical perspective capable of exploring similar issues in other western and third world countries. This title cuts through the confidential paradigms used by current debates on multiculturalism.

April 2000 • 1-55130-172-5

6 x 9 • 182 pages (pb) • $19.95 (Can) • $14.95 (US)

Orders, Phone: 1-800-565-9523, Fax: 1-800-221-9985
Email: utpbooks@utpress.utoronto.ca

Xe SYMPOSIUM INTERNATIONAL DE VICTIMOLOGIE

AU-DELA DES FRONTIERES

RECHERCHE ET ACTION POUR LE TROISIÈME MILLÉNAIRE

DU 6 AU 11 AOÛT 2000

PALAIS DES CONGRÈS DE MONTRÉAL

MONTRÉAL (QUÉBEC) CANADA

120 ateliers
5 plénières
5 sessions de formation
7 visites professionnelles

Consultez notre programme:
Téléphone: 514 287-1070
Site Internet:
www.victimology-2000.com

ORGANISÉ PAR L'ASSOCIATION QUÉBÉCOISE PLAIDOYER-VICTIMES SOUS LES AUSPICES DE LA SOCIÉTÉ MONDIALE DE VICTIMOLOGIE

The MORTGAGE Centre

Never before have CAUT members had such power! Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

Mortgage Rates*

6 mth	7.85
1 year	7.10
2 year	7.20
3 year	7.30
5 year	7.45
7 year	7.50
10 year	7.55

MEMBER MORTGAGE MARKET

The Mortgage Market is made up of Canada's most innovative leading lenders.

- *Toronto Dominion Bank*
- *Bank of Montreal*
- *SunLife Trust*
- *National Bank of Canada*
- *CIBC*
- *FirstLine Trust*
- *Hong Kong Bank of Canada*
- *plus many others...*

Contact Us Today!

TEL 1.888.216.7770
FAX 1.888.216.7771
WEB www.caut.ca/mortgage_centre/
EMAIL mtgcntr@concentric.net

* Mortgage rates as of June 7/2000. These rates are subject to change without notice. 6 mth rate is convertible. All rates are closed

Going on sabbatical leave?

Buy your new Volvo at a favourable tax free price and take delivery in Europe.

VOLVO VILLA

Volvo overseas delivery offers a wide range of quality vehicles available for overseas purchase at extremely favourable prices.

Enjoy the convenience of your own Volvo overseas. It gives the freedom to see Europe your way. Take advantage of this opportunity and we'll take care of all the paper work.

Choose where you want your new Volvo to be delivered. Utilize the Volvo assistance Europe scheme and the "Volvo Home Shipment Program."

Enquire about our worldwide delivery program.

Leader in Tourist and Diplomatic Sales.
212 Steeles Ave. West, Thornhill, ON L4J 1A1
905.886.8800 905.886 0081

For information call Milena Moncada.

1-888-TDS-5898

CAUT'S LEGAL CONFERENCE

March 2-3-2001
SHERATON OTTAWA

Mark your calendars and spread the news to your local practitioner! CAUT is reviving what used to be the Lawyers Conference, for all lawyers, staff lawyers and experienced grievance officers.

Conference speakers include prestigious arbitrators Ken Swan, Morton Mitchnick, Stephen Kelleher and Jean-Guy Ménard.

For more information contact Mariette Blanchette
Telephone: 613-820-2270 or E-mail: blanchette@caut.ca.

CGU | Traders General Insurance Company

Traders General is a member of CGU Group Canada Ltd., the country's largest property and casualty insurer.

Traders General is pleased to announce the purchase of GAN Canada Insurance Company effective December 31, 1999.

What does this mean to CAUT members?

Security, Stability and Peace of Mind

- Traders General is Canada's leading provider of group home and automobile insurance.
- Committed service excellence with outstanding claims paying ability.
- 24 Hour emergency road assist service.
- Access to home security and automobile security programs.

CAUT

We are there for you when you need us.

Call today
1-800-263-4230
www.cgu.ca password:grquote

Manitoba Budget Increase Falls Short of University Needs

THE NDP government of Manitoba tabled its first budget last month, promising increased funding for post-secondary education, a 10 per cent cut in tuition fees, and the reinstatement of a provincial student bursary program cut by the former Tory government.

Student and faculty groups hailed the budget for cutting tuition and providing $5.9 million to reestablish the provincial bursary program, but many expressed disappointment that the government did not increase university and college grants to meet needs.

"This is great news for students and a great step to improving access," said Robert Chernomas, president of the Manitoba Organization of Faculty Associations. "But because the increased funding for colleges and universities falls short of what's needed, students will have access to fewer books, fewer courses, and fewer teachers."

The budget provided for an $8.8 million (3.8 per cent) increase in operating grants for universities and colleges, but critics say that's at least $10 million shy of what is required after years of cutbacks under the Tories.

Peter Blunden, incoming president of the University of Manitoba Faculty Association, says the administration is already warning that faculties and departments will have to cut costs by at least 3 per cent as a result.

"I'm sure there will be cuts at the faculty level and positions that won't get filled," said Blunden. ■

Equity News

Landmark Agreement Applauded by AUT

MOST universities in the United Kingdom are grossly discriminatory employers, according to latest figures released by the Higher Education Statistics Agency. The HESA figures, published in *The Times Higher Education Supplement* in April, reveal that in 1998–99 only 9.8 per cent of professorships are held by women and 2.3 per cent by ethnic minorities.

The significance of the statistics was not lost on higher education unions and employers recently engaged in talks on ending discrimination, as governments and funding councils are intent on setting hiring and promotion targets for female and ethnic minority staff.

On May 18, the Association of University Teachers together with university employers and other campus trade unions agreed to a 'framework for partnership' designed to combat all forms of discrimination in the universities.

David Triesman, general secretary of the association said: "This is truly a landmark agreement. Higher education will come out of the darkness, out of a culture of institutional discrimination. And about time."

The HESA figures substantiate what activists have been saying for years: that policies designed to promote equal opportunities can be easily undermined, and preferential hiring practices still exist as barriers to equal opportunity.

The framework partnership calls for agreement on criteria to address inequalities in appointments, promotions, and terms of employment, and a joint approach to target-setting, data collection, monitoring appointments, pay levels, and the review of measures designed to ensure equality of opportunity.

"This framework is a clear and positive approach," said Triesman. "It is now up to individual universities."

According to reports the government is considering monitoring targets to ensure that university managements take equality seriously. People campaigning to force change argue that setting targets and having meaningful penalties for noncompliance would aid diversity in universities.

Equity advocates argue for the same types of programs here in Canada, and continue to press for meaningful legislative measures, including the use of the Federal Contractors' Program, the only current means of assessing university compliance with equity goals in Canada. ■

CAREERS CARRIÈRES

ARTS & LETTERS

UNIVERSITY COLLEGE OF CAPE BRETON — The School of Arts and Letters at University College of Cape Breton invites applications for three tenure-track and one term position at the rank of Assistant Professor to commence August 1, 2000 These positions are subject to budgetary approval Fine Arts (Music) — Tenure-track Please quote reference number MUS000S1 on all correspondence Under the direction of the Dean and Department Chair, the successful candidate will teach introductory and advanced courses in music and culture and applied group piano. Candidates must have a PhD or DMus. Preference will be given to candidates with a combined degree in music and pedagogy. Teaching experience at the post-secondary level is required English — Tenure-track. Please quote reference number WRT000S2 on all correspondence. Under the direction of the Dean and Department Chair, the successful candidate should have expertise in teaching writing. He/she is expected to teach and coordinate expository writing courses at the introductory and advanced levels as well as playwriting Candidates should have a PhD (or near completion), teaching experience and publications Candidates with an MFA in creative writing will also be considered. Please indicate secondary interests in research and teaching History — Tenure-track. Please quote reference number HIS000S3 on all correspondence UCCB offers a Bachelor of Arts with a core curriculum. Under the direction of the Dean and Department Chair, the successful candidate will teach various history courses including at least one within the core curriculum Candidates must have a PhD and post-secondary teaching experience in the field of Celtic History with a competency in Medieval History. Publications will be considered an asset. English-Term Please quote reference number ENG000S4 on all correspondence Under the direction of the Dean and Department Chair, the successful candidate will teach two sections of Effective Writing and one section of Introduction to Literature. Candidates may have research interests and experience in any field of literature Candidates should have a PhD (or near completion), teaching experience and publications. Please indicate secondary interests in research and teaching. The union affiliation of these positions is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a complete dossier, including a curriculum vitae, academic transcripts and three letters of reference to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2 Street address: 1250 Grand Lake Road, Sydney, N.S. B1M 1A2 Fax number (902) 563-1458 Applications must be received no later than 4:00 p.m. June 30, 2000. Please visit our web site to learn more about UCCB http://www.uccb.ns.ca UCCB is an equal opportunity employer In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA — The Department of Biochemistry at the University of Alberta is undergoing a rebuilding and invites applications for academic positions, preferably at the Assistant Professor level. The positions are entries into the regular tenure track progression of the university Successful candidates are expected to secure extramural funding to support high quality research programs. We are particularly interested in applicants whose research program is in areas like. Computational Biology-Mass Spectroscopy-Proteomics-Peptide Design-Single Cell Biology, Membrane Structural Biology and Cyroelectron Microscopy. (See www biochem ualberta ca for existing strengths.) We offer an outstanding research environment. Department members participate in a strong graduate program and have modest undergraduate teaching responsibilities. An attractive start-up package, including four years of initial salary support, will be provided. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Individuals with a PhD or equivalent and appropriate postdoctoral experience should send a letter of application, curriculum vitae, brief description of research plans, and arrange to have three letters of reference sent by July 31, 2000 to: Dr. B.D. Sykes, Chair, Department of Biochemistry, 474 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. The record arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

BIOLOGY

MCGILL UNIVERSITY — Department of Biology. McGill University invites applications from potential nominees for a 2001 NSERC University Faculty Award (UFA) in Biology The Department is interested in applications which complement the Department's strengths in cell, molecular and developmental biology, neurobiology, ecology, evolution and conservation biology The UFA program aims to increase the representation of women in the sciences In accordance with the terms of NSERC's UFA program, this advertisement is directed only to women who are Canadian citizens or permanent residents of Canada or will be by 1 November 2000 and who have not previously held a tenure track appointment at a Canadian University. Further information on the NSERC University Faculty Award program is available from NSERC at http://www.nserc.ca/programs/schol6_e.htm. Completed applications must reach NSERC by November 1, 2000 and therefore are required at McGill as soon as possible and no later than August 15, 2000 Successful applicants to the competition will be appointed at the Assistant Professor level (tenure track) in the department. Potential applicants are invited to contact the Department as soon as possible to determine whether applications in their field of research would be encouraged. Information on the Department and McGill University can be found at http://www.mcgill.ca/Biology/biology1.htm. Completed applications will consist of a full curriculum vitae (including evidence of relevant formal training); statements of teaching specializations and research interests, three confidential letters of recommendation sent directly to the department; completed NSERC Personal Data Form (form 100), and Application for a Grant Form (form 101). Please send applications to: Ms Louise Sabaz, Chair's Secretary, Department of Biology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec H3A 1B1, Canada elouse@bio1.lan.mcgill.ca>.

BIOSTATISTICS

UNIVERSITY OF BRITISH COLUMBIA Centre for Disease Control (UBCCDC) — Senior Biostatistician. Applications are invited for the position of Senior Biostatistician, UBC Centre fro Disease Control. This is a grant tenure track position with the Faculty of Medicine, Department of Health Care and Epidemiology, to be appointed at the level of assistant professor or above. The UBC Centre for Disease Control is a rapidly moving interdisciplinary centre with a focus on the study and control of communicable diseases in human populations The incumbent will be responsible for providing biostatistical services and programming support with respect to the design, conduct, and analysis of applied public health research, epidemiological studies and experimental laboratory investigations fot the UBC Centre for Disease Control (UBC CDC) and the BC Centre for Disease Control (BC-CDC). The position will provide support and direction for the surveillance, epidemiological, evaluation and statistical activities of the STD/AIDS Control Program. In addition, The position will provide leadership and coordination for the research officers at the BCCDC. As a full time faculty member at the University of British Columbia, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research Proportion of time spent on academic activities will be mutually agreed upon by the University, the successful candidates and BCCDC. Applicants should possess a PhD in statistics or a closely related discipline with a minimum of two years post-doctoral experience The applicant should have experience with UNIX, DOS, Windows and Macintosh environments, statistical packages and database programming using S-plus, SPSS, SAS and SQL. A minimum of one year programming/analysis in a biomedical work environment is preferred. Sound communication skills, excellent writing skills and the ability to work effectively as a member of a multi-disciplinary team are required Salary is commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply In accordance with Canadian immigration requirement, priority will be given to Canadian citizens and permanent residents of Canada Position is to start on or about July 1, 2000 Letters of application and the names of three referees should be submitted with a current curriculum vitae by June 30, 2000 to: Dr. Robert Brunham, Chair, Search Committee, UBC-CDC, 2077-655 West 12th Avenue, Vancouver, BC V5Z 4R4, Email submissions: shannon scott@bccdc.bnet.bc.ca

BUSINESS

UNB SJ, Faculty of Business in Saint John invites applications for a tenure track position in Management. This position requires candidates with a completed PhD in behavioral areas of management studies, a successful track record of teaching experience at the BBA and MBA levels, and an interest in behavioural research on issues related to the implementation of electronic commerce in organizations Typical of the courses the candidate may be requested to teach at both undergraduate and MBA programs are People and Leadership, Managing On Line Companies, Organizational Behavior, Industrial Relations, and Management. In addition, the candidate requires competences in guiding group development, negotiating skills development, and leadership skills development processes for graduate level students Rank and salary will be commensurate with qualifications and experience. Please send a curriculum vitae with the names and addresses of three referees to: Mr. Peter Jollymore, Acting Dean, Faculty of Business, University of New Brunswick, PO Box 5050, Saint John, NB E2L 4L5 Applications will be accepted until the position is filled In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of New Brunswick is committed to the Principle of employment equity

MCMASTER UNIVERSITY — The Michael G. DeGroote School of Business at McMaster University invites applications for the position of Research Associate, to commence on or before September 1, 2000 This is a 12 month contract position with a salary of C$60,000.00, plus benefits Holders of post doctoral fellowships are also encouraged to apply on the understanding that the above salary would be adjusted to provide a total income of C$60,000.00 Candidates must have PhD's and have published in academic journals. Strong skills are required in research which involves identifying organizations for study, contacting organizations and eliciting agreement to participate, interviewing, questionnaire design and administration, and statistical analysis. The successful candidate will work closely with the Director of the Management of Innovation and New Technology Stream in the School of Business at McMaster University on the start-up of a program of research into changes in the technological capabilities of Canadian subsidiaries of multinational Firms. By technological capabilities we mean, broadly, those involved in product and process development and R&D. The focus will not be on information technologies. The research envisioned in this program is in the tradition illustrated in the papers having to do with technology management in: Birkinshaw, J., & Hood, N., (1998) *Multinational Corporate Evolution and Subsidiary*, Development. London. Macmillan Press Ltd Publica-

AD INDEX

11 ARTS & LETTERS
BIOCHEMISTRY
BIOLOGY
BIOSTATISTICS
BUSINESS
12 CHEMISTRY
COMMERCE & ADMINISTRATION
13 COMMUNITY HEALTH & EPIDEMIOLOGY
COMPUTING SCIENCE
EATING DISORDERS
EDUCATION
EDUCATIONAL PSYCHOLOGY
ENGINEERING
15 ENGLISH
ENVIRONMENT
16 FINE ARTS
GEOLOGY
HEALTH POLICY & MANAGEMENT
INFORMATION TECHNOLOGY
LIBRARY
17 MARKETING
MATHEMATICS
MEDICAL EDUCATION
MEDICAL REHABILITATION
18 NATURAL & PHYSICAL SCIENCES
NURSING
PATHOLOGY
PHARMACY & NUTRITION
PHARMACY & PHARMACEUTICAL SCIENCES
PHYSICAL EDUCATION, RECREATION & ATHLETICS
PHYSICS
19 PHYSICS & ASTRONOMY
PSYCHOLOGY
SOCIAL WORK
SOCIOLOGY
SURGERY
ACCOMMODATIONS

Dalhousie University • QEII Health Sciences Centre

Division of Rheumatology
Clincian/Teacher/Community Rheumatologist

The Division of Rheumatology seeks applicants for a community based position within the Department of Medicine, Dalhousie University and the active staff of the Queen Elizabeth II Health Sciences Centre. The successful applicant will be expected to participate in the University's clinical and teaching programs. Requirements include a Canadian Fellowship in Rheumatology (or its equivalent) and eligibility for a license to practise in Nova Scotia.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Women, Aboriginal Peoples, Racial Minorities and persons with Disabilities.

Send CV. and names of 3 referees to:

Dr. John G. Hanly, Head
Division of Rheumatology
Queen Elizabeth II Health Sciences Centre
Suite 310, Bethune Building, 1278 Tower Road.
Halifax, Nova Scotia B3H 2Y9

Applications will be accepted up to 30 days from date of this advertisement.

McMaster University

Assistant/Associate Professor
Process Metallurgy

The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a position that has become available due to expansion in the process metallurgy area due to a new Steel Research Centre at McMaster University. The new tenure-track position will be at the assistant or associate professor level, depending on the experience of the candidate. Applicants must heve a PhD in Materials Engineering or a closely releted discipline and have research interests in chemical kinetics, or process modeling. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program in the field of ironmaking. The position offers the opportunity to interact with the existing process metallurgy research group of four faculty members and to participate in the Steel Research Centre that has start-up funds and will attract significant industrial involvement. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with addresses). The position will remain open until it is filled. In accordance with Canadian immigration requirements, priority will be given to Canadien citizens and permanent residents of Canada.

Please send the application materials to the Chair, Departmant of Meteriels Science and Engineering, McMester University, Hamilton, Ontario, Canada L8S 4L7. Our Web site is: http://mse.mcmaster.ca.

McGill
Dean of Students

Nominations and applications are invited for the position of Dean of Students of McGill University. The appointment is for a renewable five-year term effective 1 June 2001.

The Dean maintains a very close working relationship with students, student organizations and student leaders, faculty and administration in both academic and non-academic matters, advocating student concerns. The office is concerned with the needs and the continuing improvement of the quality of student life in general, the coordinaiton and enhancement of the activities of the various student services and student residences, the athletics programs, and the provision of aid to individual students who have needs of an academic or personal nature.

Additional information on Student Services is available on the McGill University web site at www.mcgill.ca/students. Facility in French is desirable.

McGill University is committed to equity in employment.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees. and should be submitted by **30 June 2000** to:

Dr. Luc Vinet
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

ALBERTA COLLEGE OF ART & DESIGN
Permanent Faculty Positions

The Alberta College of Art and Design invites applications for the following permanent faculty positions, with appointment commencing January 1 2001.

Department of Liberal Studies

A permanent half-time position in Anthropology (Cultural Anthropology). Applicants for this position will be expected to deliver informed instruction at the undergraduate degree level (Bachelor of Design and Bachelor of Fine Arts) in courses that focus on the study of visual and material culture.

and

A permanent half-time position in the History and Theory of Art and Design. Applicants for this position will be expected to deliver informed instruction at the undergraduate degree level (Bachelor of Design and Bachelor of Fine Arts) in any 3 of the following areas:

- First year Survey courses
- History and Theory of Art (19th and 20th century)
- History and Theory of Design(19th and 20th century)
- History and Theory of Photography
- Western Culture in Context
- Contemporary Theory and Practice

The successful candidates for both positions will have a Ph.D. or equivalent, a strong research and publication record, a sound knowledge of critical theories and methodologies; an understanding of studio-based art education and a minimum of 3 years satisfactory teaching experience at a post-secondary level. Salary will be based on education and experience. All applicants should submit the following materials in support of their application: a letter of application; three letters of reference; a current curriculum vitae; samples of recent published work; and evidence of satisfactory teaching.

Department of Jewellery and Metals

A permanent full-time position in Jewellery & Metals. Applicants for this position will be expected to deliver instruction at all levels of the undergraduate degree (BFA) in Jewellery Design & Metals. The successful candidate will have an MFA or equivalent educational and/or professional experience, an extensive teaching and professional exhibition record as a jeweller, excellent technical skills and knowledge, wide knowledge of all aspects of the discipline, and particularly with regard to the international jewellery profession. Salary will be based on education and experience. All applicants should submit the following materials in support of their application: a letter of application; three letters of reference; a current curriculum vitae; samples of recent work (slides or photographs); and evidence of satisfactory teaching.

Applications for either position should be sent to the attention of:

Human Resources
Alberta College of Art & Design
1407 – 14th Avenue NW
Calgary, Alberta T2N 4R3
Fax. (403) 289-6682

Applicants are invited to apply at their earliest opportunity. The positions will be held open until suitable candidates are found. The Alberta College of Art & Design is an equal opportunity employer.

tions resulting from this research will be jointly authored Subject to negotiation, the successful candidate may work on his or her own research initiatives as well, particularly if they are closely related to the start-up research program Subject to negotiation, the successful candidate may also be involved in a minor amount of teaching Mc Master University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline is July 15, 2000 Applicants should send a letter of interest, CV, the names of three referees and copies of three recent publications to Dr John W Medcof, Director, The Management of Innovation and New Technology Stream, The Michael G DeGroote School of Business, McMaster University, Hamilton, ON Canada L8S 4M4

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing The Michael G DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing, commencing July 1, 2000 Candidates from any of the traditional areas of marketing are encouraged to apply Crossover research and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr VV Baba, Dean, Michael G DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada, Email: baba@mcmaster.ca, FAX: (905) 526-0852 McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should be received no later than June 15, 2000 and are subject to final budgetary approval. Applications should be received no later than June 15, 2000 Policy/Strategic Management (Two positions)- Eligible candidates for these two tenure-stream appointments will have a doctorate degree and demonstrated excellence in research and teaching Experience in teaching Internet distance education courses is an important asset. Applicants should mail or fax a letter indicating interest, a curriculum vitae and names, addresses and telephone numbers of three referees to Prof. Randy Hoffman, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (Email: vitalobo@yorkucai). Eligible candidates for this three year contractually limited appointment at the level of lecturer or assistant professor will have 1) A graduate degree in a related discipline; 2) Experience and proficiency in teaching introductory level business/administrative studies and related courses; 3) An interdisciplinary background which would allow them to bridge the areas of general management, policy, organizational behaviour, and the public sector-business interface, and 4) Relevant work experience along with an in-depth knowledge of the business environment. Experience in teaching Internet distance education courses is an important asset. Applicants should mail or fax a letter indicating interest, a curriculum vitae and names, addresses and telephone numbers of three referees to: Dr. Len Karakowsky, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (Email: vitalobo@ yorku ca). Contract Faculty (Three Positions): Applications are invited for one year contractually limited appointments at the level of lecturer or assistant professor in the areas of auditing & information systems, financial accounting, management accounting, finance, quantitative methods and/or policy and strategic management. Up to three positions may be available Experience in teaching Internet distance education courses is an important asset. Applicants should mail or fax a letter indicating interest and areas of teaching, a curriculum vitae and names, addresses and telephone numbers of three referees, by June 15, 2000 to: Chair, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (Email: vitalobo@yorku. ca). York University adheres to a policy of employment equity, including affirmative action for women faculty In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Business Atkinson College, York University's second largest Faculty, offers professional programs in business and management, nursing, social work and information technology Atkinson's Department of Administrative Studies has York's largest undergraduate business program and offers honours degrees in accounting, business research, human resource management, information technology, management and marketing Many of these courses are available on the Internet. The following appointments are effective September 1, 2000 and are subject to final budgetary approval. Applications should be received no later than June 15, 2000 Policy/Strategic Management (Two positions)- Eligible candidates for these two tenure-stream appointments will have a doctorate degree and demonstrated excellence in research and teaching Experience in teaching Internet distance education courses is an important asset. Applicants should mail or fax a letter indicating interest, a curriculum vitae and names, addresses and telephone numbers of three referees to Prof. Randy Hoffman, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (Email: vitalobo@yorku.ca). Terrestrial Ecosystem Ecology

The successful candidate will be appointed initially as a Junior Industrial Research Chair in an NSERC Industrial Research Chair (IRC) Program on the Environmental Management of Drinking Water. This program is directed toward an ecosystem approach to terrestrial-aquatic linkages and management of natural drinking water sources. The appointee will be expected to develop a rigorous independent research program, funded by external support, and to participate in the research activities of the IRC Program. Complementarity with existing research groups in the Department of Biology and related departments (e.g. Earth and Ocean Sciences, Environmental Studies, Geography) will be an asset. Teaching initially will be at a reduced load

Qualifications include the completion of a Ph.D. and demonstrated strong research and teaching potential. A letter of application, clearly outlining the candidate's expertise, teaching experience and research interests, along with a curriculum vitae and names, addresses, fax and e-mail addresses of three referees should be send by **15 August 2000 to: Chair, Department of Biology University of Victoria P.O. Box 3020, STN CSC Victoria, BC V8W 3N5 Canada** See http://darwin.uvic.ca/biology position.html

The University of Victoria is an employment equity employer and encourages applications from women persons with disabilities visible minorities and aboriginal peoples In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents

UVic
UNIVERSITY OF VICTORIA

Assistant Professor
Terrestrial Biology

The Department of Biology invites applications for a full-time tenure-track position at the Assistant Professor level in Terrestrial Ecosystem Ecology

The successful candidate will be appointed initially as a Junior Industrial Research Chair in an NSERC Industrial Research Chair (IRC) Program on the Environmental Management of Drinking Water. This program is directed toward an ecosystem approach to terrestrial-aquatic linkages and management of natural drinking water sources. The appointee will be expected to develop a rigorous independent research program, funded by external support, and to participate in the research activities of the IRC Program. Complementarity with existing research groups in the Department of Biology and related departments (e.g. Earth and Ocean Sciences, Environmental Studies, Geography) will be an asset. Teaching initially will be at a reduced load

Qualifications include the completion of a Ph.D. and demonstrated strong research and teaching potential. A letter of application, clearly outlining the candidate's expertise, teaching experience and research interests, along with a curriculum vitae and names, addresses, fax and e-mail addresses of three referees should be send by **15 August 2000 to: Chair, Department of Biology University of Victoria P.O. Box 3020, STN CSC Victoria, BC V8W 3N5 Canada** See http://darwin.uvic.ca/biology position.html

The University of Victoria is an employment equity employer and encourages applications from women persons with disabilities visible minorities and aboriginal peoples In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents

UVic
UNIVERSITY OF VICTORIA

The University of Manitoba
Department of Mathematics

NSERC
UNIVERSITY FACULTY AWARD

The Department of Mathematics of the University of Manitoba wishes to nominate a woman, or an Aboriginal man or woman, of outstanding achievement and potential for an NSERC University Faculty Award. The successful candidate will hold a PhD in Mathematics and will have obtained it during the last four years. Strong demonstrated research potential and teaching commitment are essential Applications from candidates whose research interests lie in any area of pure or applied mathematics will be considered. A list of research interests of current Department members can be obtained from the Department's Website (see below).

This position is conditional on a NSERC award being made and is subject to final budgetary approval. The successful candidate will hold a tenure-track appointment at the rank of Assistant Professor with initial responsibilities for research and teaching of one course. The appointment would normally begin on July 1, 2001. The current salary range for this position is $42,524 to $65,040; this may be revised upward.

The University of Manitoba is the research university of the Province of Manitoba, and is located in Winnipeg which is well known for its hospitality, cultural diversity and friendly people. The Department of Mathematics has 33 tenured or tenure-track faculty members, together with several instructors and sessional lecturers, and offers a full range of undergraduate and graduate programs in both pure and applied areas Thirteen graduate students are currently enrolled in the MSc and PhD programs. The University of Manitoba is home to the Institute of Industrial Mathematical Sciences, which actively promotes links between faculty members and industry, and sponsors international conferences in a variety of mathematical disciplines. The Department of Mathematics is also home to the technical editing facilities of the Canadian Mathematical Society. Further information about the Department can be obtained from: www.umanitoba.ca/faculties/science/mathematics

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Candian citizens and permanent residents.

Applicants should submit one copy of each of the following NSERC forms: 100 (Personal Data Form), Appendices A and B and 101 (Application for a Research Grant), together with the names of their PhD supervisor, their post-doctoral fellowship supervisor (if applicable) and three impartial external referees. The NSERC forms are available at www.nserc.ca/forms. At least one referee should be prepared to comment on the applicant's teaching Referees should be asked to submit letters of reference (fax is permissible, with a hard copy to follow.) The applicant's CV should include statements regarding research plans and her (or his) approaches to teaching.

The deadline for application is **July 15, 2000**. It should be sent to: **Chair of Search Committee, Department of Mathematics, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2**, E-mail: mathematics_dept@umanitoba.ca; Telephone (204) 474-8703, Fax: (204) 474-7611.

SENIOR PSYCHIATRIST & 2 JUNIOR FACULTY RESEARCHERS
DEPARTMENT OF PSYCHIATRY
DIVISION OF CHILD & ADOLESCENT PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA AND CHILDREN'S & WOMEN'S HEALTH CENTRE

The Department of Psychiatry, University of British Columbia in conjunction with the Children's' & Women's Health Centre of British Columbia and the BC Research Institute for Children's & Women's Health is accepting applications for the position of Senior Psychiatrist/full-time faculty member to Head the Division of Child & Adolescent Psychiatry and to lead the research effort in the Division. Upon appointment of the Senior Psychiatrist, the Search committee will consider applicants for two Junior full time faculty member positions, as part of the research team (rank to be determined).

Salary will be commensurate with qualifications and experience. The University of British Columbia, the Children's & Women's Health Centre and the BC Research Institute for Children's & Women's Health are strongly committed to establishing this research unit. There are significant transfer and start up funds as well as funding for two Fellows.

The successful applicants will have an established record of achievement in one of the important areas of Child and Adolescent Psychiatry as demonstrated by grant awards and published papers. Responsibilities will include leading and collaborating in the research base activities, participating in undergraduate and graduate teaching as well as some departmental administration.

The University of British Columbia is ranked second in research among Canadian Universities. Through its affiliation with UBC, the Children's & Women's Health Centre is a partner in the education of health care professionals and in the advancement of child health care research. Along with UBC and Children's & Women's Health Centre, the BC Research Institute for Children's & Women's Health is a vital partner in innovative research in the province of British Columbia. There will be opportunities for collaborative research in brain imaging, genetics, immunology and epidemiology as well as to participate in the development of a new Brain and Behaviour Program at the Children's & Women's Health Centre which will be linked to the Brain Research Centre at UBC.

Applicants should submit by **July 31, 2000**, a copy of their curriculum vitae, a brief statement of their current research interest and the names of three references to:

Dr Athanesios P. Zis, Professor and Heed
UBC Department of Psychiatry
2255 Westbrook Mall, Vancouver, BC, V6T 2A1

The anticipated start date is January 1, 2001.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia and the Children's & Women's Health Centre of British Columbia hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply.

UBC
CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

CHEMISTRY

UNIVERSITY OF TORONTO — Department of Chemistry www.chem.utoronto.ca Two Tenure-stream Appointments The Department of Chemistry, University of Toronto, invites applications for two tenure stream positions at the rank of Assistant Professor in the area of Organic Chemistry and Biological Chemistry The appointments are at both the St. George (Downtown) and Mississauga (Erindale) campuses of the University of Toronto. Applicants should possess a PhD in Organic Chemistry, Biological Chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Applications will be accepted until September 30, 2000. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research (up to five pages of detailed plans should also be included), and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6

UNIVERSITY OF TORONTO — Department of Chemistry www.chem.utoronto.ca, Tenure-stream Appointment. The Department of Chemistry, University of Toronto, invites applications for a full-time position at the rank of Lecturer, effective on or after July 1, 2000. Applicants should possess a PhD in organic chemistry or a related area The successful candidate will be expected to teach at the undergraduate level, develop and supervise undergraduate laboratories, be active in undergraduate research, and perform related professional and administrative activities within the department. Salary will be commensurate with qualifications and experience The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Applications will be accepted until September 30, 2000 Applicants should provide a curriculum vitae and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF TORONTO — Department of Chemistry www.chem.utoronto.ca, Tenure-stream Appointment. The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in the field of NMR Structure Determination. Applicants should possess a PhD in biological, biophysical, or bio-organic chemistry, or related areas, a strong academic background and an excellent research record The appointment will be held at the campus of the University of Toronto at Mississauga Current interests in biologically-oriented chemistry at the University of Toronto at Mississauga include biosensors, magnetic resonance, bio-inorganic chemistry, cellular signalling, natural products synthesis, metabolism, molecular biology, and toxicology The successful candidate will be expected to conduct an active and innovative research program combining basic and applied studies with active collaboration with industrial partners. The position is primarily intended to serve the MBiotech. program, and the candidate will have teaching responsibilities at the undergraduate and graduate levels that are largely dedicated to this purpose Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Applications will be accepted until September 30, 2000. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research (up to five pages of detailed plans should also be included), and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF WATERLOO — The Department of Chemistry of the University of Waterloo is seeking to fill a vacancy in Organic Chemistry. Individuals with expertise in any area of modern organic chemistry, ranging from synthetic to physical organic chemistry and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a Ph.D. in any aspect of Organic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however applications for appointments at a more senior rank may also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (written in the format of an NSERC operating grant proposal) and arrange for three letters of recommendation from professional references to arrive before July 1, 2000. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemistry. In accordance with Canadian immigration requirements, This advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

COMMERCE & ADMINISTRATION

CONCORDIA UNIVERSITY — The Faculty of Commerce and Administration at Concordia University is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 2000 Positions may be available in the following areas: Accountancy; Management Information Systems; Decision Sciences (Statistics, Production/Operations Management); Finance, Management; and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions Qualifications: (a) visiting appointments, PhD and strong research record, (b) limited-term appointments; Master's degree with relevant experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation and/or a graduate level degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels Salaries are competitive and will be commensurate with qualifications and experience Applicants for visiting positions will be expected to teach and be active in research, applicants for limited-term appointments will be expected to teach up to three courses per term Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. G. Kanaan (Acco); Dr. J. Etezadi (DSSMIS); Dr. L. Switzer (Fina); Dr W Taylor (Mana); Dr Z. Gidengil (Mark): Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than July 15, 2000 In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Assistant/Associate Professors,
Organizational Behavior and Management Communication

Athabasca University, Canada's open University™ invites applications for tenure-track appointments in the undergraduate School of Business. You will be a part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

Successful candidates will hold a Ph.D. (or be near completion) in an appropriate discipline (organizational behaviour, organization theory, management communication, organizational communication or a closely related discipline) and have relevant professional/managerial and teaching experience. Candidates must demonstrate strong writing skills, innovative approaches to teaching, research excellence, competence in the use of computing technology, and the ability to make a significant contribution to the future development of undergraduate business programs.

Athabasca University is located in the town of Athabasca, Alberta, 145 km north of Edmonton, and operates regional centres in Calgary and Edmonton. It delivers university education to approximately 21,000 students per year.

Athebasca University develops and meintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Citizenship and Immigration Caneda regulations, this advertisement is directed to Canadien citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: **Director of Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3, fax (780) 675-6135 or e-mail, resume@athabascau.ca. Further information about these positions may be obtained from Mavis Jacobs, Director, School of Business: phone, (780) 675-6483; fax, (780) 675-6338; or e-mail, mavisj@athabascau.ca.**

These positions will remain open until suitable candidates have been found, however the selection committee will start reviewing applications in July 2000.

Athabasca University
Canada's Open University™

CAREERS CARRIÈRES

COMMUNITY HEALTH & EPIDEMIOLOGY

UNIVERSITY OF SASKATCHEWAN — Community Health and Epidemiology. The College of Medicine at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor rank in the Department of Community Health and Epidemiology, College of Medicine. The candidate should have a doctorate in education with a strong focus on medical education. The successful candidate will be appointed as the Associate Director of the Office of Educational Support and Development, Division of Medical Education, College of Medicine. The Division of Medical Education (DME) in the College of Medicine, through its Office of Educational Support and Development (ESD), provides support to the College of Medicine educational programs and faculty in the areas of curriculum, faculty development, evaluation and research. Reporting to the Director of DME, the Associate Director is responsible for planning, implementation and assessment of all activities of ESD. Medical Education is a recognized, interdepartmental discipline in academic medicine. However, in a departmentally-based college, personnel issues of performance review, promotion and tenure require that faculty have a departmental home. For these purposes, the Associate Director of ESD will be based in the Department of Community Health and Epidemiology (CH&E) and will report to the Department Head of CH&E. The Associate Director is expected to contribute to the educational programs of his/her home department. Personnel decisions will be made through the Department of CH&E, in consultation with the Director of DME. The following qualifications and skills are required: a doctorate in education; medical education focus strongly preferred; teaching others to teach (faculty development as educators), curriculum/course design and development, evaluating student performance in classroom, laboratory and clinical settings, program and curriculum evaluation, administrative, organizational, consultative and time-management, verbal and written communication, computer use, including word processing, spreadsheets, data bases and multivariate statistics; research ability in medical education (both qualitative and quantitative). The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. Please submit applications in writing by July 15, 2000 to: Dr. L. Tan, Department of Community Health and Epidemiology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon SK S7N 5E5

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — School of Computing Science, Lecturer/Senior Lecturer. Applications are invited for permanent Lecturer/Senior Lecturer positions in the School of Computing Science at Simon Fraser University. A M.Sc. in Computing Science is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Duties will include a normal teaching load of six courses in three semesters. There will be the opportunity to participate in course, curriculum, and program development, with a compensating reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at http://www.sfu.ca/policies/academic/a12-01.htm. Simon Fraser University is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 100 majors in Computing Science each year. As well it offers an honours program, and various joint honours and majors degree programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering. The university runs on a year-round, trimester system, allowing for an extensive co-operative education system. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled; for updated information see http://www.cs.sfu.ca/ To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: cs-chair@cs.sfu.ca

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Software Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see WebCam at www.cs.ualberta.ca). Our current complement of 37 regular faculty work within a department of 28 support staff, 135 graduate students (50/50 MSc/PhD) and 325 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for young eager computing scientists to complement our strengths in all areas. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across subdisciplines. Candidates should have a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, which includes over 1600 existing software development companies. Our current recruiting segment will end June 30, 2000. Find further details about us at www.cs.ualberta.ca and send your curriculum vitae and the names and addresses of three referees to: Fris Events, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1 or events@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

EATING DISORDERS

MCGILL UNIVERSITY / DOUGLAS HOSPITAL — Postdoctoral Clinical Research Fellow, Eating Disorders. The Eating Disorders Program (EDP) at the Douglas Hospital (in Montreal, Quebec, Canada) is seeking to recruit a postdoctoral candidate interested in a Clinical/Research Fellowship experience (clinical and research) in eating disorders. The EDP is the only large-scale ultraspecialized clinical-research-teaching program for adults with Anorexia or Bulimia Nervosa in the Province. If interested, contact Dr. H. Steiger, steinow@douglas.mcgill.ca, or (514) 761-6131, ext. 2895

EDUCATION

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — The Social Sciences Department invites applications for the position of Acting Education Coordinator in the Concurrent Elementary Bachelor of Education Program. This is a one-year position beginning on August 1, 2000. The successful candidate should have both experience and graduate training at the elementary school level. While candidates with doctoral degrees are preferred, those with a Masters Degree in Education may be considered. The Education Coordinator teaches part-time and is also responsible for administering all aspects of the BEd Program on campus. This includes advising both undergraduate and graduate students, and staffing and coordinating Education courses and instructors. Application, curriculum vitae, and three confidential letters of reference should be sent to Dr. Ken Coates, Dean of Arts, UNBSJ, P.O. Box 5050, Saint John, N.B., E2L 4L5 by July 5, 2000. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Department of Elementary Education, University of Alberta, invites applications for a full-time tenure track position in the area of Elementary and Middle Years Mathematics and/or Science Education. The appointment will be at the Assistant Professor level with a salary commensurate at this level. The date of appointment will be mutually determined. Candidates should have a Doctorate or near completion of a doctoral program with specialization in a field related to mathematics and/or science education at the elementary and middle years level. An on-going program of research is expected. Candidate should have a valid teaching certificate and appropriate teaching experience. Major instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction curses in Mathematics and/or Science Education for elementary and secondary education students on the Edmonton campus; opportunities are available as well to provide instruction in one or two courses each year in the Middle Years Teacher Education program offered at Red Deer College, located approximately 150 kilometers from Edmonton. The Middle Years program the only one in Alberta, offers opportunities for research and teaching in a team environment. Supervision of field experiences and graduate supervision may also be involved in the instructional duties. Applications including a letter outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees, should be sent to Dr. Dianne Oberg, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551 Education South, Edmonton, Alberta, T6G 2G5. Inquiries may be directed to Dr. Dianne Oberg at (780) 492-4273, Extension 225, Fax: (780) 492-7622 or e-mail at dianne.oberg@ualberta.ca. The application deadline is August 15, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

EDUCATIONAL PSYCNOLOGY

UNIVERSITY OF ALBERTA — The Department of Educational Psychology University of Alberta, invites applications for a full-time tenure track position in counselling psychology. The appointment will be at the Assistant Professor level with a salary commensurate at this level. The date of appointment will be mutually determined. Responsibilities will include teaching at the undergraduate and graduate level, graduate student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship and providing leadership in the discipline. Applicants should possess a Doctoral degree in counselling psychology and be chartered in the Province of Alberta or be eligible for chartering. The Department is interested in individuals with expertise in a variety of areas of counselling. The Department of Educational Psychology offers Master's and Doctoral degrees in Counselling and School Psychology, and is in the process of seeking accreditation with the Canadian Psychological Association. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications including a letter outlining potential contributions to the Department, a current curriculum vitae, the names of three referees, a statement of research interests, and samples of scholarly work should be submitted to Dr. Len Stewin, Chair, Department of Educational Psychology, 6-102 Education North, University of Alberta, Edmonton, Alberta, T6G 2G5. Inquiries may be directed to Dr. Stewin at (780) 492-2389, Fax: (780) 492-1318 or e-mail at len.stewin@ualberta.ca. The application deadline is August 15, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

ENGINEERING

DALHOUSIE UNIVERSITY, DalTech, Department of Electrical & Computer Engineering, invites applications for a tenure-track faculty position at the Assistant Professor level. Duties include undergraduate and graduate teaching, research, student supervision, and some administrative duties. The candidate should have an earned doctorate in Electrical or Computer Engineering, be eligible for registration as a professional engineer, have a strong interest in undergraduate teaching, and a genuine interest in an area of Computer Engineering. Previous teaching experience in system analysis, microprocessors, computer architecture, operating systems, real time systems, and computer communication is an asset. Industrial experience would also be an asset. The intention is to fill this position by August 31, 2000. Applications, including a curriculum vitae and the names of three referees, should be submitted to Dr. M. Cada, Chair of the Search Committee, Department of Electrical & Computer Engineering, DalTech, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4 by July 31, 2000. Applications and queries may be sent by e-mail to, michael.cada@dal.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Mechanical Engineering invites applications for a tenure track position at the rank of Instructor I. Applicants must be eligible for Professional Engineering registration in British Columbia, and have a BASc and MASc in Mechanical Engineering. It is anticipated that the appointment will begin August 1, 2000. The successful candidate must have excellent communication skills, a record of outstanding teaching in engineering subjects, and be able to teach undergraduate lecture/laboratory courses. Industrial experience is desirable. The duties will include teaching of engineering students in both a formal classroom and laboratory setting, as well as supervision of engineering design projects. However, the prime responsibility of this position will be to organize and teach within the Mechanical Engineering undergraduate laboratory program. Specifically, the successful candidate will develop course materials in support of engineering laboratories and specific engineering courses, coordinate the selection, design, and implementation of experiments provided by all faculty members, prepare laboratory manuals, plan and administer the scheduling of all experiments, train and supervise all teaching assistants hired for the laboratory courses, evaluate, monitor, and purchase laboratory equipment, oversee scheduled laboratories; participate on the Department Safety Committee; An opportunity for pursuing research in specific areas as available. This appointment is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail to Dr. D. B. Cherchas, Professor and Acting Head, Department of Mechanical Engineering, The University of British Columbia, 2324 Main Mall, Vancouver, BC, V6T 1Z4. Applications will be considered until July 1, 2000. In accordance with Canadian immigration requirements this advertisement

YOUR Ad HERE.

It's hard to miss with an ad in the Bulletin. Our incredible rates, our wide variety of advertising options and our professional staff can make reaching your audience easy.

Contact Stella today for all the details.

Tel **613.820.2270**
Email **mazz@caut.ca**

CAUT BULLETIN *Right on Target for Academics.*

L'INSTITUT INDO-CANADIEN SHASTRI INDO-CANADIAN INSTITUTE

VICE-PRESIDENT INDIA OFFICE

2001–2002

The Shastri Indo-Canadian Institute invites applications for the position of Vice-President (India Office), from Canadian academics who will be on sabbatical or administrative leave in 2001-2002.

Application Information

The Institute is a consortium of twenty-one Canadian universities and the Canadian Museum of Civilization that offers a variety of programmes in India Studies, Canadian Studies, and Development Studies. The ideal candidate will be a senior academic with substantial administrative experience, a thorough familiarity with the Shastri Institute and its activities, and the capacity to deal effectively with civil servants, diplomats, and academics. The remuneration includes furnished accommodation in central New Delhi, the use of a car for official purposes, and a living, travel and research allowance. Since part of the remuneration is in the form of a research fellowship, the candidate should have a research proposal related to India. Applications should include the following materials:

- a cover letter explaining the candidate's suitability for the position
- a curriculum vitae,
- a formal research proposal (application form available from the Programme Officer),
- a letter from the appropriate university authority stating that, if appointed, the candidate will be released from institutional duties between July 1, 2001 and June 30, 2002

Applications must be received by ***October 30, 2000*** at the following address. (Please note that faxes/emails will not be accepted.)

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB. T2N 1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
E-mail: sici@ucalgary.ca
Website: http://www.ucalgary.ca/~sici

Established in 1967, the University of Winnipeg is widely recognized as the best undergraduate university in Western Canada, offering first-rate programs in arts, science, social science, and education. It is devoted equally to access and excellence, and to the conviction that these are compatible goals.

The University employs approximately 550 faculty and staff and has an enrollment of over 6,100 full and part-time undergraduate university students as well as 600 students at the University's private high school. More information on the University and its programs can be obtained at <http//www.winnipeg.ca>

the UNIVERSITY of WINNIPEG

VICE-PRESIDENT (ACADEMIC)

Reporting directly to the President and working closely with Deans and the senior management team of the University, the Vice-President (Academic) is responsible for providing academic leadership to the University.

The successful candidate will have a strong record of achievement in teaching, research and administration. Excellent interpersonal and communication skills as well as a proven ability to encourage innovation and collaboration are essential to lead the development and implementation of the academic vision.

DEAN OF CONTINUING EDUCATION

Reporting to the Vice-President (Academic), the Dean of Continuing Education is responsible for the leadership, operation and management of continuing education, including strategic planning, academic development and curriculum planning and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University wide initiatives.

The ideal candidate has proven leadership abilities, business acumen, and well-developed interpersonal skills to collaborate effectively within and outside the University.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Provence consulting inc.

Should you want to learn more about these unique leadership opportunities, call Libby Oybikowski, Lynn Penrod or Kanya Adam at (604) 688-4337 or forward your CV and the names of three referees in confidence to Provence Consulting, Suite 3400 – 666 Burrard St., Vancouver, BC V6C 3J8.
Fax: (604) 688-4357, e-mail: provence@portal.ca.
We will communicate with all who express interest.

McGill

Professor
Plant Molecular Biology

The Department of Biology at McGill University invites applications for a tenure-track position at the Assistant, Associate or Full Professor level in the area of plant molecular biology. Applicants should have a Ph.D. degree and postdoctoral experience and have demonstrated research excellence.

The successful applicant will join a large and dynamic department with research strengths in cellular, molecular and developmental biology, ecology, evolution and neurobiology, with extensive affiliations with the Faculty of Medicine and local research institutes. Additional information on the Department is available at: http://www.mcgill.ca/Biology/biology1.htm. Duties will involve the development of a vigorous research program and teaching at the undergraduate and graduate level.

Applications, including a curriculum vitae, a statement of research interests, and three letters of reference should be sent to:

Ms. Louise Sabaz
Chair's Secretary
Department of Biology
McGill University, 1205 Docteur Penfield Avenue
Montreal, Quebec H3A 1B1, Canada

Email: LOUISE@BIOLLan.McGILL.CA

The deadline for applications is **July 15, 2000**. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Simon Fraser University
Assistant Professor
RNA Combinatorial Biochemistry

Applicants are sought for a full-time, tenure-track faculty position in RNA Combinatorial Biochemistry at the rank of Assistant Professor. The applicant's research should focus on generating and testing model systems to investigate the RNA World Hypothesis, with special emphasis on RNA libraries and novel ribozyme systems. Applicants with a Ph.D. in the physical sciences are strongly preferred. The successful candidate will participate in a strong combinatorial biochemistry group at Simon Fraser University. He or she will be expected to establish an externally funded and independent research program, and contribute to the undergraduate and graduate teaching programs in molecular biology and biochemistry. Three or more years of postdoctoral experience are strongly preferred. Applicants should send curriculum vitae, a statement of research interests, reprints of up to five research publications, and have three reference letters sent to: **Dr. A. Beckenbach, Chair, Dept. of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada.** Applications should be received no later than **July 15, 2000**.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Saskatchewan Indian Federated College

Faculty Position
School of Business & Public Administration

SIFC is a First Nations-controlled University in Canada. We have approximately 1300 students enrolled. Since our inception in 1976, SIFC has earned an international reputation as a visionary academic leader.

Subject to budgetary approval, the SIFC School of Business and Public Administration has an opening for a one-year term appointment at the Lecturer level.

The successful candidate will have a Masters degree in business, public, or development administration or an undergraduate degree along with a minimum of five years of administrative experience in First Nations business, public organizations, or government in a senior position. Knowledge of a First Nations language and case writing/research skills or experience would be an asset.

The successful candidate will be responsible for teaching and research in business, public or development administration and must be able to work collaboratively with First Nations communities.

Applicants must be qualified for an academic appointment as a University College Lecturer. Fluency in a First Nations language is desirable. Preference will be given to First Nations applicants (S.H.R.C. # E-93-13). Please indicate your First Nations status on your covering letter. Consideration will also be given to teaching experience to First Nations students. Salary will commensurate with qualifications and experience. This position will remain open until filled. Please forward your Curriculum Vitae to:

Jan Missens
SIFC – Human Resources
CW Room 118
University of Regina
Regina, SK S4S 0A2

Phone: (306) 790 2241
Internet: jmissens@sifc.edu
Fax: (306) 584-2921

is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level starting September 2000, in the area of Materials and Composites. The Department offers BEng., MEng., MASc. and PhD programs and has a well-established and well-funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering, and Composites. Applicants should have a Bachelor's and a PhD degree in Engineering with a strong background in Materials. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers in Quebec or in another Canadian province. Knowledge of French is an asset. The successful incumbent will be required to teach both undergraduate courses in Mechanical Engineering and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #549, Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

MCGILL UNIVERSITY — The Department of Mechanical Engineering invites applications for a Tenure-track Position in the area of Composite Materials at the Assistant Professor level. Candidates must have a PhD in Mechanical Engineering or a related area, and a background in manufacturing with composite materials is desirable. The candidate will be expected to teach both undergraduate and graduate level courses in the general area of Solid Mechanics, and to develop an independent research program in composite materials as well as to contribute to existing research activities within the Department. It is required that the successful applicant will obtain Professional Engineering Registration in Canada. Information about the Department and McGill University can be found by visiting our web site www.mecheng.mcgill.ca. Applicants should submit by September 15, 2000, a detailed resume, a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives, and the name, address, e-mail and telephone number of three professional references. All application materials should be sent to: Prof. Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — The Department of Mechanical Engineering invites applications for a Tenure-track Position in the areas of systems and controls at the Assistant Professor level. Candidates must have a PhD in Mechanical Engineering or a related area and must have a serious commitment to teaching at both undergraduate and graduate levels. The successful candidate will be expected to contribute to research activities in the control of electromechanical systems and/or control hardware. He/she will also be expected to teach courses in system dynamics and control, and instrumentation and electronics. It is also expected that the successful candidate will obtain membership in a Canadian professional engineering association. Applicants should include the following documents and information in their response: a detailed resume; a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives, and the name, address, e-mail coordinates as well as telephone number of three professional references. The deadline for the submission of applications is September 15, 2000. All application material should be sent to: Prof. Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF BRITISH COLUMBIA — Department of Civil Engineering, Faculty Position in Geotechnical Engineering. Applications are invited for a tenure track position in Geotechnical Engineering within the Department of Civil Engineering, to be effective 01 September 2000 or as soon thereafter as possible. The appointment will be made at either the Assistant or Associate Professor level depending on qualifications. We seek outstanding candidates who have a strong track record in laboratory testing of soils for characterization of mechanical properties under static and cyclic loading. The Department seeks to maintain and further develop its current international reputation for excellence in this area. The successful applicant will also be expected to participate in laboratory testing aspects of the geotechnical group's research program. These currently include constitutive modelling of soils under static and earthquake loading, testing of mechanical and filtration properties of geosynthetics, in situ testing, soil-contaminant interaction and geophysical techniques for the monitoring of water flow characteristics. Existing laboratory facilities include a temperature controlled Graduate Research Laboratory equipped to carry out strain path and stress path controlled triaxial testing under conditions of static and cyclic loading. All equipment was designed and built at UBC. The laboratory enjoys top quality electronics and machine shop technical support. A well-equipped undergraduate laboratory is available to support teaching of basic soil mechanics. Applicants must hold a PhD and should be eligible for registration as a Professional Engineer in British Columbia. The successful candidate will be expected to teach undergraduate and postgraduate courses in Civil Engineering. He/she will be required to supervise graduate students and pursue funded research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. Applications, containing a complete curriculum vitae and the names of three referees should be sent before 31 July 2000 to: Dr. Alan D. Russell, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, BC, Canada V6T 1Z4, e-mail: adr@civil.ubc.ca. Further information on the department is available at http://www.civil.ubc.ca/.

UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering, University of Alberta, invites applications from outstanding individuals for several full-time, tenure-track positions at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general areas of Thermal/Fluids, Mechanics/Materials and Manufacturing/Management. The intention is to build on the areas of strength within the existing complement of staff.

Assistant/Associate Professor, Distance Education

Athabasca University, Canada's Open University™ invites applications for an academic appointment in its Centre for Distance Education.

The successful candidate will participate in the design, development, delivery, and evaluation of graduate-level courses and programs, which currently include a graduate diploma, a masters degree and which will possibly include doctoral studies in the near future. In addition, this position is responsible for: advising and supervising graduate students; program research and evaluation; research and evaluation in other areas of distance education; and other activities as required.

Athabasca University and the Centre for Distance Education are recognized nationally and internationally in the field of distance education. The Centre's mandate includes the delivery of graduate programs in distance education and research and development in distance education in areas such as: learning systems design; instructional materials development; human factors in education; and/or research and evaluation methodologies. Applicants should possess an earned Ph.D., expertise and experience in distance education and in one or more of the following areas would be an asset: computer applications in education; instructional systems design; human factors in education; administration and management in distance education; and research and evaluation methodologies.

This is an academic appointment. Rank, salary, and term to be negotiated.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to the **Director of Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by fax (780) 675-6135 or e-mail to resume@athabascau.ca.**

The closing date for applications is June 30, 2000. Further information about this position may be obtained from the Program Director: phone, (780) 675-6179; fax, (780) 675-6170, or e-mail, mde@athabascau.ca

Athabasca University
Canada's Open University™

McGill

Assistant Professor
Department of Jewish Studies

The Department of Jewish Studies, McGill University, invites applications for an entry-level, tenure-track position in Jewish Thought (Philosophy or Mysticism) and/or Rabbinic Literature, beginning September 1, 2001. There is a preference for a candidate whose expertise will complement the existing teaching strengths of the Department. We seek a person who is an excellent teacher, willing and able to assume administrative responsibilities, and committed to research. The closing date for applications is September 9, 2000. For information on the Department, see our website at www.arts.mcgill.ca/programs/jewish. Applicants should submit a letter of application and a curriculum vitae and arrange for three letters of reference to be sent to:

Professor Gershon Hundert
Chair, Department of Jewish Studies
McGill University
3438 McTavish Street
Montreal, Quebec, Canada H3A 1X9

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment. The language of instruction at McGill is English but knowledge of French is an asset.

McGill University is committed to equity in employment.

Accounting Instructor
CAMOSUN COLLEGE

The School of Business invites applications for a full time Accounting instructor effective August 21/00. The position will involve instructing advanced accounting courses such as Personal and Corporate Income Tax, Advanced Financial Accounting and Auditing; as well as introductory accounting courses.

Required Qualifications:
- a bachelor's university degree and a recognized accounting designation, and/or a relevant Master's Degree
- recent experience in instructing advanced accounting courses at a post secondary institution or for a professional accounting body
- a background in public accounting

Salary is commensurate with education and experience.

Only those selected for interview will be contacted. A short list may be developed for future employment consideration. Reply in confidence with a resume and references by *June 16, 2000* to:

Camosun College, Human Resources
3100 Foul Bay Road, Victoria BC V8P 5J2
Phone: (250) 370-3004; Fax: (250) 370-3664
E-mail: personnel@camosun.bc.ca

E M P L O Y M E N T

Nancy's Chair in Women's Studies

Mount Saint Vincent University, Halifax, Nova Scotia, invites nominations or applications for the Nancy's Chair in Women's Studies. The Chair appoints to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women. The length of the appointment is for a negotiable term, minimally one academic year (12 months) beginning on or about 1 July, 2001.

For the next appointment, we are particularly interested in candidates who have made a contribution to scholarship on women and who are in the relatively early stages of their careers; or who have made a significant contribution in public life on issues of concern to women.

Duties include teaching one unit of upper-level Women's Studies courses, carrying out a research program, stimulating discussion on Women's Studies on campus, involvement with regional universities and community women's groups. Nominations and/or applications, the latter accompanied by a curriculum vitae and names and addresses of three referees, should be sent prior to 30 September, 2000 to:

Dr. David Furrow
Dean of Arts & Science
Mount Saint Vincent University
Halifax, NS CANADA B3M 2J6
e-mail: david.furrow@msvu.ca

MOUNT SAINT VINCENT UNIVERSITY
Excellence • Innovation • Discovery

and faculty. The successful candidates will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2001. Research and/or industrial experience beyond a doctorate degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future interests as well as a specific research plan, and three papers most relevant to research interests to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the positions are filled, with interviews to start as soon as possible. Information about the department can be found at www.mece.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF WATERLOO — Electrical and Computer Engineering The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 675 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to Professor Daniel Miller, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering, at the University of Waterloo, invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

QUEEN'S UNIVERSITY — Department of Chemical Engineering. Tenure-Track Faculty Positions. Applications are invited for two tenure-track positions at the Assistant Professor level commencing January 1, 2001, subject to budgetary approval. Applicants must hold a PhD in Chemical Engineering or a related discipline and must hold, or be eligible to hold, professional engineering registration in Canada. The successful candidate will provide instruction in core chemical engineering courses, offer graduate courses in the area of research specialization, develop a strong research program which involves the supervision of graduate students and industrial interaction, and contribute administrative service to the Department, Faculty of Applied Science and the University. To support established strengths at Queen's, research interests should be concentrated in the areas of: process control and applied statistics, environmental/biochemical engineering, reaction engineering, combustion, transport phenomena and engineering chemistry. The University offers a competitive teaching and research initiation grant. Additional information about the department and Queen's University is available at http://www.chemeng.queensu.ca. Applicants should send a detailed curriculum vitae, three private e-mail address, a statement of teaching and research interests, and the names of three referees to: Dr. Ronald J. Neufeld, PEng., Chair, Appointments Committee, Department of Chemical Engineering, Queen's University, Kingston, ON, Canada, K7L 3N6; Tel: (613) 533-2765; Fax: (613) 533-6637; neufeld@chee.queensu.ca. Priority will be given to applications received before July 30, 2000. Applications will continue to be accepted until the positions are filled. Queen's University welcomes diversity in the workplace, is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian employment and immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ENGLISH

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Creative Writing and Canadian Literature. Visit our web site for information <http://www.uwindsor.ca/facultypositions> or contact Dr. K. Quinsey, Chair, English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON, N9B 3P4. Phone 519.253.3000, ext. 2289; Fax: 519.971.3676, Email kateq@uwindsor.ca

ENVIRONMENT

MCGILL UNIVERSITY invites applications to the McGill School of Environment from potential nominees for a 2001 NSERC University Faculty Award (UFA). The School is particularly interested in candidates with a background of research in an area closely related to one of the following: Health in a Changing Environment, Ecosystems, Biodiversity and the Conservation of Community, Stewardship of Global Systems, Culture, Commerce, and Environment; The Ethics of Civilization in Nature. Applications must reach NSERC by November 1, 2000 and therefore are required at McGill no later than August 15, 2000. Successful applicants will be appointed at the Assistant Professor level (tenure track) in the School, and cross-appointed with another department/faculty. Candidates must, by the appointment date, possess a PhD in a related field. Relevant postdoctoral experience is an asset. The UFA program aims to increase the representation of women in the sciences; accordingly, the competition is limited to women who have not previously held a tenure-track appointment at a Canadian University. Further information on the NSERC University Faculty Award program is available from NSERC at http://www.nserc.ca/programs/ufafa_e.htm. Information on the School of Environment and McGill University can be found at http://www.mcgill.ca/mse. In accordance with the terms of NSERC's UFA program, this advertisement is directed only to women who are, or will be by November 1, 2000, Canadian citizens or permanent residents of Canada. Completed applications will consist of a full curriculum vitae (including evidence of relevant formal training), statements of teaching specializations and research interests, up to three reprints, three confidential letters of recommendation sent under separate cover by the candidate's references addressing the applicant's teaching and research ability and promise, completed NSERC Personal Data Form (Form 100), and Application for a Grant Form (Form 101). Please send applications to Katherine Scott (Administrative Officer) McGill School of Environment, 3534 University, Montreal [QC] H3A 2A7, Canada

Centre Director

Anticipated Start Date:
July or August 1, 2000

Centre Objective: The Centre is dedicated to working in partnership with local communities to aid in the restoration of degraded lands in order to strengthen and revitalize the greater Vancouver Island ecosystem and to enhance the quality of life and long-term security for both human and non-human communities. We do this by focusing on three broad research areas: ecological and economic assessment of forest and coastal resources; analysis of alternative strategies for resource use; and ecological evaluation of forest extraction techniques

Position Rationale/Summary: The purpose of this position is to manage all aspects of an undergraduate residential field school.: Responsibilities include: program design and implementation; center administration; fundraising and development; financial management; personnel management; risk management and maintaining and establishing working relationships with host-country stake holders. This position coordinates the course: Economic and Ethical Issues in Sustainable Development, which examines the influence of social science issues on resource management decisions in the coastal temperate rainforest of Vancouver Island. Topics include environmental and ecological economics, community-based economic diversification, common pool resource management sustainable development and ethics and equity issues relating to environmental management alternatives.

Position Requirements: Ph.D. or Masters in a relevant field. Demonstrated: Academic and field research experience; University teaching and interdisciplinary curriculum development experience; Upper level management experience including: running academic team-oriented field-based environmental program or similar programs, fundraising, budget management, project management, risk management, heading environmental issue driven projects. Academic background in: Environmental and Resource Economics, Community-based Economic Development or First Nations Concerns; Familiarity with: Local Politics in a Social and Cultural Context; Experience living/working on Vancouver Island.

To apply: Send CV and cover letter outlining relevant experiences to: **The School for Field Studies, Job Reference 0341, 16 Broadway, Beverly MA 01915, USA;** Fax: 1-978-927-5127; Email: jobs@fieldstudies.org. For more information on The School for Field Studies, please access our web page at: http://www.fieldstudies.org.

The School for Field Studies
Centre for Coastal Rainforest & Fisheries Studies
Vancouver Island, British Columbia, Canada

NSERC UNIVERSITY FACULTY AWARDS NOMINATIONS
STATISTICS DEPARTMENT
THE UNIVERSITY OF BRITISH COLUMBIA

The Statistics Department at the University of British Columbia is seeking to nominate female candidates for NSERC University Faculty Awards in the Fall 2000 competition. One or more positions could be joint with another academic unit, in an area consistent with the Department's strategic plan (see http://www.stat.ubc.ca), depending on the interests and qualifications of the nominee. In any case, the nominees will have demonstrated potential for excellence in teaching and outstanding research in areas consistent with those of the nominating units. Successful nominees would assume tenure-track faculty positions at ranks commensurate with their qualifications, beginning July 1, 2001, with a reduced teaching load for the duration of the Award. The University Faculty Award was created by the Natural Science and Engineering Research Council to encourage Canadian universities to appoint very promising female researchers to tenure-track positions in Science and Engineering.

Further information on the program can be found at the NSERC web page (www.nserc.ca/programs/schol4_e.htm). In accordance with the NSERC regulations for the Awards, an applicant must be female and must be a Canadian citizen or a permanent resident of Canada. An applicant must either hold a doctorate degree, or have completed all the requirements for such a degree by the proposed appointment date. Applicants should send a CV including: a list of publications, preprints, reprints, a statement of research and teaching interests, and arrange for three letters of recommendation to be sent to:

Chair, Departmental Committee on Appointments
Department of Statistics
University of British Columbia
#333-6356 Agriculture Road
Vancouver, BC Canada V6T 1Z2

Applications must be received before September 1, 2000

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

NSERC University Faculty Award

The Faculty of Science at Wilfrid Laurier University invites applications from women eligible for a Natural Science and Engineering Research Council (NSERC) University Faculty Award (UFA) in the competition which closes November 1, 2000. Successful nominees for the UFA would assume a tenure-track position at the rank of Assistant Professor effective July 1, 2001, in one of the following areas of specialization: Biology, Chemistry, Computing, Kinesiology, Mathematics, Physics, or Pyschology. Candidates must have a PhD at the time of appointment. Post-doctoral experience would be a strong asset. For information about the UFA, consult the NSERC web site at:

www.nserc.ca/programs/ufafaq_e.htm

Closing date for applications and supporting material is August 15, 2000. To apply, send a curriculum vitae, a short statement of research interests, a publication list with selected reprints, and arrange to have three letters of reference sent to:

Dr. Arthur G. Szabo, Dean,
Faculty of Science,
Wilfrid Laurier University,
75 University Avenue W,
Waterloo, Ontario N2L 3C5

Simon Fraser University
Faculty Appointment in Mathematics

The Department of Mathematics and Statistics at Simon Fraser University wishes to appoint a senior mathematician with an exceptional research record, a proven teaching record, and a strong record of academic administrative service. The successful candidate is expected to play a central role in managing the department's future development.

Preference will be given to applicants with expertise in both optimization and nonlinear analysis. Evidence of additional research interests, in areas overlapping those currently represented in the Department, would be a further advantage.

Applications, including a curriculum vitae and descriptive statements on research plans and teaching activities, should be sent by **3rd July, 2000** to:

Dr. J. L. Berggren, Chair
Department of Mathematics and Statistics
Simon Fraser University
Burnaby, BC V5A 1S6 Canada

Please arrange for three letters of reference to be sent, in confidence, from the referees.

This position is subject to final budgetary approval. Further information on the department and the university can be found on the WWW sites http://www.math.sfu.ca/ and http://www.sfu.ca/respectively.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Faculty of Medicine **University of Toronto**

Chair, Department of Immunology

Applications are invited for the position of Chair, Department of Immunology, Faculty of Medicine, University of Toronto, Toronto, Ontario. The Faculty's Department of Immunology is nationally preeminent and internationally competitive. The next Chair of the Department of Immunology must have the vision and ability to take the Department to a new level of international recognition and achievement.

The Faculty's goal for this Department is to achieve the highest standards in research and in the teaching of undergraduate, graduate and postgraduate students. The Chair should work with other departments and institutions to design and develop innovative models of research to maintain the Department's internationally competitive research programs.

The successful candidate will be a recognized scholar with the breadth to catalyze research in all areas of immunology, and will be an effective teacher who is deeply committed to excellence in education. The successful applicant must also have the leadership qualities and administrative skills necessary to direct a large and geographically dispersed department, while fostering an environment of cooperation and collaboration locally, nationally, and internationally.

Applicants should be eligible for academic appointment to the rank of Professor.

Please reply expeditiously, and in confidence, with a current curriculum vita (electronic submission preferred), to:

Dean David Naylor
c/o Leslie Bush, Executive Assistant
Faculty of Medicine
University of Toronto
Room 2109, Medical Sciences Building
1 King's College Circle
Toronto, Ontario, Canada M5S 1A8

Fax: 416-978-1774
E-mail: leslie.bush@utoronto.ca

In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents.

The University of Manitoba
Faculty of Medicine

ASSISTANT PROFESSOR PEDIATRICS AND PHYSIOLOGY

The Departments of Pediatrics and Child Health, and Physiology, Faculty of Medicine, University of Manitoba invite applications for a full-time position at the level of Assistant Professor commencing January 1, 2001 or as soon thereafter as possible.

The candidate will be expected to establish an independent funded research program involving the central neuronal mechanisms responsible for the generation of respiratory rhythm. The candidate is expected to teach neuroscience and respiratory regulation to undergraduate, graduate, and post-graduate students. The candidate is also expected to teach and supervise students (MSc, PhD) and Fellows involved in Neonatal/Perinatal Medical training program (fully accredited by the Royal College). He/she will also coordinate sessions related to critical appraisal of the literature. The successful candidate will join a strong Pediatric and Physiology research group in this area. Current projects use in vitro preparations to explore the pharmacology and physiology of the brain stem respiratory network at single cell and systems levels.

Applicants must have a PhD degree with post-doctoral experience. He/she must have an excellent publication record and a demonstrated ability to carry out independent research in this area. Experience with calcium fluorescence imaging and neuronal network cultures in vitro is essential.

The salary range for the position will be between $42,524 – $50,000. The University offers a generous benefits package.

The University encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interests and goals in both the short and long term to: **Dr. Henrique Rigatto, Departments of Pediatrics and Physiology, Faculty of Medicine, University of Manitoba, WR 125 Women's Hospital, 735 Notre Dame Avenue, Winnipeg, Manitoba, Canada, R3E 0L8.** Deadline for receipt of applications is **June 30, 2000.**

FINE ARTS

UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant Professor level in Digital Imaging beginning after January 1, 2001. This position will involve teaching a combination of undergraduate and graduate level courses, mostly in the area of digital imaging. The ideal candidate will be a participant in the field, with either an active exhibition record or a successful record in the commercial animation field, and will be committed to the development of this area as a means of artistic expression at the highest level. He or she will have earned an MFA degree, or have other appropriate and equivalent qualifications. The successful candidate will teach beginning and advanced courses in the fields of electronic imaging and computer animation, and will also offer at least one course each year in another area in which they have demonstrated expertise, such as drawing, painting, sculpture, printmaking, photography, or art history. This individual will be responsible for directing the department's undergraduate electronic imaging program and for developing our Master of Fine Arts specialization in that field. The successful candidate will be required to develop new courses to support these programs, working in close co-operation with the University of Waterloo's Computer Science Department, which shares our goal of establishing a joint Master's program in Digital Media. The closing date for applications is September 30, 2000. Send curriculum vitae and three letters of recommendation to Professor Art Green, Chair, Fine Arts Department, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

GEOLOGY

UNIVERSITY OF TORONTO — The Stable Isotope Laboratory in the Department of Geology, University of Toronto invites applications for a continuing position at the Senior Research Associate level. Candidates must hold a PhD in organic chemistry with experience in stable isotope research, or in stable isotope geochemistry with a specialization in organic compounds, and have proven experience in research in these two areas involving the instrumentation listed below. The position will involve research guided by the Director of the Stable Isotope Laboratory in organic chemistry, stable isotope geochemistry, and in analytical research development i.e., troubleshooting and operation and optimization of the performance of the laboratory instrumentation for stable isotope analysis. The additional criteria is experience with geochemical research and analytical research development using the Finnigan MAT Delta-Plus XL continuous flow mass spectrometer for H isotope analysis and the Finnigan MAT high temperature elemental analyser for continuous flow H and O isotope analysis of bulk samples — both recently acquired by the Stable Isotope Laboratory. Additional requirements include experience with a Finnigan MAT 252 mass spectrometer for continuous flow C isotope analysis (GC-C-IRMS); gas chromatography, analytical extraction techniques for pure phase and dissolved organic compounds such as SPME, headspace/dynamic headspace analysis, and purge and trap; experience in safety protocols, sample and data management, and quality assurance of analytical data. The position may be initially for a one year period to be made continuing at the end of that time based on performance. Salary is negotiable based on experience and qualifications. Applicants should send a vita, statement of research interests and three letters of reference to Dr. B Sherwood Lollar at the address listed below. Applications will be accepted until July 12, 2000. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Dr. B Sherwood Lollar, Director, Stable Isotope Laboratory, 22 Russell St., University of Toronto, Toronto, Ontario, Canada M5S 3B1; Tel. 416-978-0720; Fax: 416 978-3938, Email: bsl@quartz.geology.utoronto.ca.

SAINT MARY'S UNIVERSITY — The Department of Geology at Saint Mary's University invites applications for two sessional teaching appointments at the rank of Assistant Professor for the 2000/2001 academic year commencing 1 September, 2000. The successful candidate for the first position, will be able to demonstrate expertise in stratigraphy, sedimentology, petroleum geology and/or structural geology. A tenure-track position may become available in this area in the future. The second position will be filled by a candidate with expertise in the fields of environmental geology, mineralogy and/or geochemistry. Candidates should have a PH.D., and are asked to submit a curriculum vitae, examples of recent publications, teaching evaluations or other evidence of teaching experience, and should arrange for three letters of reference to be sent directly to Dr. J.V. Owen, Department of Geology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letter of reference, are complete. Applications will be accepted until July 15, 2000 or until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

HEALTH POLICY & MANAGEMENT

YORK UNIVERSITY — Health Policy and Management — As part of its Strategic Plan for the New Millennium, York University is consolidating its strengths in health related areas and is embarking on the development and delivery of a range of bold new programs in a proposed School of Health Policy and Management, Atkinson College, York University. Atkinson College is York's second largest Faculty, with strengths in business, nursing, social work, psychology, computer science, information technology, and the liberal arts. It is the university's leader in internet education. Atkinson is in the process of completing a strategic re-visioning exercise to position itself for the 21st Century by expanding its professional programs, business and health and integrating professional and liberal studies. The proposed School of Health Policy and Management is one result of the strategic re-visioning exercise and will be an integrated centre for teaching, scholarship and innovation, health professional education. The proposed School will offer three new Honours program streams — Health Policy, Health Management, and Health Informatics. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector by equipping them with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting human health and the health care field. Student co-op placements will be central to the mission of the proposed School. The proposed School of Health Policy and Management at Atkinson College, York University is seeking six outstanding individuals to be the first faculty members to prepare the School for its opening class. The six positions offer the opportunity to play a pivotal role in the development of cutting-edge interdisciplinary programs and curriculum, and to teach and conduct research within a highly productive and collegial academic community. Five positions are tenure-track at the assistant or associate professor level while one position is rank open and reserved for the Chair Designate of the proposed School of Health Policy and Management. The appointments are effective July 1, 2001. The Chair Designate will report to the Dean of Atkinson College, and will be responsible for carrying out the usual duties associated with the position of chair of an academic department. In addition, the Chair Designate will lead strategic and operational initiatives within the School, work to build linkages between the School and the public and private health care sectors in the Greater Toronto Area, throughout Ontario, and Canada. Applicants interested in being considered for appointment as Chair Designate of the proposed School possess superior organizational, administrative, and interpersonal skills, have the ability to work with diverse groups and disciplines, and be capable of directing the efforts of colleagues while maintaining a high level of collegiality and workplace morale. A strong commitment to excellence in teaching, research and public service is essential. Eligible candidates for all positions must hold an earned doctoriate in health informatics, health administration, health policy, health systems management or in a related health discipline with a strong health informatics, health policy and/or health management focus. Successful teaching experience at the university level, and demonstrated excellence as a researcher with a record of sponsored research funding in relevant health-related fields are essential. The proposed School is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/NHRDP Health Career Awards. Qualified individuals should send a letter of application identifying their areas of research and teaching, curriculum vitae, one or more published papers, and the names and addresses of three referees. Applicants are asked to indicate clearly on their application if they are seeking the position of Chair of the School. A review of applications will begin July 2, 2000, and continue until the positions are filled. All appointments are subject to final budgetary approval. Applications and supporting documentation should be directed to: Dr. Ronald Bordessa, Dean, Atkinson College, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Telephone: (416) 736-5222; Fax: (416) 736-5670; (Email: mbaireto@yorku.ca). York University adheres to a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INFORMATION TECHNOLOGY

YORK UNIVERSITY — Information Technology. As part of a university-wide initiative in information technology, Atkinson College, York University's second largest Faculty, invites applications for one tenure-track position in the ITEC program administered by the Department of Science and Technology Studies. The appointment is subject to budgetary approval by the University. Atkinson's ITEC comprises a series of interdisciplinary degree programs which combine information technology with studies in fields such as IT and social issues, health informatics, professional writing and administrative studies. The common core of these programs has been agreed upon among the three York Faculties involved in the development of the programs (Arts, Atkinson and Glendon), which work in concert with one another. The position is tenure-track, with rank commensurate with qualifications and experience, and could carry tenure at the outset. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with research interests in one or more of the following areas are especially encouraged to apply: systems analysis; systems design and delivery; information management; organizational structure; risk management; and the economic, historical, philosophical and social implications of IT and its evolving role in society. Enquiries and applications, with curriculum vitae, should be sent to: Luigi M. Bianchi, ITEC Search Coordinator, Department of Science and Technology Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. (Email: lbianchi@yorku.ca). Applicants must also arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the programs can be found at (http://www.yorku.ca/st5/itec.html). A review of applications will begin June 1, 2000, and continue until the position is filled. York University adheres to a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

UNIVERSITY OF TORONTO — The Faculty of Architecture, Landscape, and Design at the University of Toronto invites applications for a librarian II or III position in their Sharp + Moffat Library. The library seeks a dynamic individual with strong design interests and the temperament to thrive in a creative environment with a demanding workload. The Librarian reports to the Dean and coordinates closely with the Faculty's Library Committee. The first Architecture programme in

---

QUEEN'S UNIVERSITY AT KINGSTON

Assistant Professor in Geotechnical/ Geo-Environmental Engineering

We invite applications for a tenure track position at the Assistant Professor level in the field of geotechnical/geo-environmental engineering. This position is in the Department's infrastructure group. The candidates must hold a Ph.D. (or be near completion) in Civil Engineering or a related field, and must hold or be willing to acquire professional engineering registration in Canada. Previous teaching and industrial experience will be an asset. We anticipate that the position, which is subject to budgetary approval, will start on January 1, 2001.

The Department of Civil Engineering at Queen's University conducts internationally recognized research in the areas of infrastructure renewal, and water and the environment. We are looking for a dynamic individual who will excel at both teaching and research. Our programs incorporate new approaches to engineering education with emphasis on professional skills development and personal contact with students. We focus our research in strategic areas, and actively involve our industry partners in both research and teaching (http://civil.queensu.ca/).

We are interested in an enthusiastic and effective teacher who will provide instruction in undergraduate and graduate courses in civil engineering, develop curriculum, supervise graduate students, and also make administrative contributions through service to the Department, Faculty, and the University. The successful candidate will develop a highly productive research program with strong industrial interactions, and will welcome collaboration with researchers in the Civil Engineering Department, the geotechnical group at the Royal Military College of Canada, and related departments at Queen's.

Applicants should submit a curriculum vitae, an e-mail address, copies of up to five recent publications, a separate statement of research and teaching interests, and the names and mailing addresses of three referees to:

Dr. M.F. Green, P.Eng.
Chair, Appointments Committee,
Department of Civil Engineering
Queen's University, Kingston, Ontario, Canada, K7L 3N6
Fax: (613) 533-2128
greenm@civil.queensu.ca

Queen's offers a competitive salary and benefits program, and teaching and research grants. Priority will be given to applications received before ***June 30, 2000***. Applications will continue to be accepted until the position is filled. This advertisement is directed to Canadian citizens and permanent residents.

Queen's University is committed to implementing an effective employment equity program and encourages applications from all qualified candidates, including aboriginal persons, gay men and lesbians, people with disabilities, visible minorities and women.

Okanagan University College

Okanagan University College is a comprehensive, multi-campus institution delivering post-secondary education and training to the population in British Columbia's Southern Interior. With 7,000 full- and part-time students enrolled in vocational, developmental, applied and academic programs, OUC is focused on developing new and more responsive answers to the learning needs of an evolving society and economy.

OUC is currently seeking applications for the following position(s):

DIRECTOR, LIBRARY SERVICES
Information Services Division, Kelowna Centre
Competition No. 06ADM00(CB)
Closing Date: August 15, 2000

Full details on this and other positions currently open at Okanagan University College may be viewed on our website at: www.ouc.bc.ca/jobpostings

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

Employee Relations Division, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8
www.ouc.bc.ca

TENURE TRACK POSITION
NURSING PROGRAM

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia invites applications for a tenure track faculty position in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with foci in the areas of Rural and Northern Nursing, Community Health, and Aboriginal Health. The Program offers a 4 year BSN in collaboration with the College of New Caledonia, a Certificate in Rural and Northern Nursing, and a nursing stream within an interdisciplinary MSc in Community Health.

You have a strong clinical background/clinical nursing expertise in gerontological nursing, continuing care and/or community health. Ideal candidates have a doctoral degree or equivalent with at least one degree in nursing. You are eligible for registration with the RNABC and have teaching experience along with evidence of scholarship. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Rank and salary are commensurate with education and experience.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Martha MacLeod, Chair, Nursing Program, macleod@unbc.ca.

Applications received before August 21, 2000 will receive full consideration, but applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY AT KINGSTON

Positions in Business Education

Queen's School of Business welcomes inquiries regarding tenure track positions in all areas of business education. Candidates must have a PhD or be near completion.

The level of appointment is open, and the appointments are subject to final budgetary approval. Applicants must have both a commitment to excellence in teaching and the potential for outstanding research [or a proven teaching and research record for a non-entry level position].

Appointees have access to substantial internal funds both for research, through Queen's School of Business Research Program, and for course development and teaching, through the Dean's Development Fund.

Queen's School of Business has an outstanding reputation for its academic programs, which include innovative, privatized MBA studies, the flagship undergraduate Commerce program, a new Master's of Science in Management, and a unique dual-major PhD. The School is also the Canadian leader in executive education. Queen's School of Business recently received unconditional AACSB accreditation.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Salary will be commensurate with qualifications and experience.

Please submit to:
R.L. Jackson, Associate Dean, Queen's School of Business
Queen's University, Kingston, Ontario K7L 3N6

Fax: (613) 533-2013
E-mail: rjackson@business.queensu.ca

Canada was introduced at the University of Toronto in 1890, and studies in Landscape Architecture were initiated in 1934. The Architecture library was formally established in 1964 and has operated continuously since then. In 1998 the Faculty of Architecture, Landscape, and Design opened its new Shore + Moffat Library, designed by Kohn and Shnier Architects, in renovated space at the heart of the building at 230 College Street. The Faculty is committed to being a significant international centre of research, creative practice, teaching, and critical discourse and offers professional masters degrees in both Architecture and Landscape Architecture. In the fall, 2000, a post-professional Master of Urban Design will be launched, and a PhD in Architecture is planned for 2002. The position of Librarian for The Shore + Moffat Library offers an excellent opportunity for an experienced librarian with leadership abilities to develop a superb graduate-oriented library and to shape the future course of collections and services, including the Visual Resource unit. He/She will be expected to comprehensively review existing facilities, staff, policies, and procedures in the Shore + Moffat Library, working closely with the Library Committee, programme directors, and the Dean. Responsibilities include: a) coordination and delivery of circulation and reference services and collection maintenance and development; b) aiding library users with searching for print and electronic reference material; c) processing interlibrary loans originating from outside the Shore + Moffat Library; d) supervising the library technician and student assistants; e) enhancing the library's access to electronic reference materials and helping users to access such material; f) maintaining and developing security and control systems; g) liaising with the Faculty's Slide Librarian in the Visual Resources Centre, and h) liaising with the central library on issues pertinent to the Shore + Moffat Library. Required qualifications: ALA-accredited MLS or equivalent. Excellent oral and written communications skills. Familiarity with modern electronic reference search and retrieval systems including CD-ROM and internet-based information sources. A minimum of five years of experience as a librarian is required. Experience in searching architecture and related design sources would be an asset. Able to work independently, as well as with staff in the Faculty and the University; must be able to provide service to clients of a multi-user library, including the extensive Toronto design communities. Familiarity with electronic reference material, digital databases, HTML and web-based systems and services is highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. This is a continuing appointment (permanent-status stream) position to be filled at either Librarian II or III level dependent upon qualifications. This position is excluded from the University of Toronto Faculty Association bargaining unit. The anticipated salary is between high 30s to mid 40s. Preference will be given to applications received before July 15, 2000. Applications, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae, and the names of three referees should be directed as soon as possible and not later than July 15, 2000 to: The Personnel Manager, Personnel Services Office, Robarts Library, 130 St. George Street, Room 2005, Toronto, Ontario M5S 1A5 or by fax (416) 946-5543. Only candidates being considered for an interview will be contacted.

UNIVERSITY OF TORONTO invites applications and nominations for the position of Chief Librarian, University of Toronto at Mississauga (Erindale College). The Chief Librarian of the University of Toronto at Mississauga reports to the Principal of Erindale College, UTM, and serves as a member of the Senior Management Group of the College. The Librarian has primary responsibility for the administration and operation of the Library, which delivers a wide range of services. The incumbent will collaborate with other departments and across the divisions at UTM in planning for both short-term and long-term development of information technologies. The Library has a staff of twenty-nine, ten of whom are librarians, and a collection of over 300,000 volumes and 2000 serials. The College participates in the University of Toronto Library System which delivers a wide range of services in a cooperative environment and has collections of over 12 million volumes with a shared online union catalogue. The Librarian is a member of the Library Council. The Library is situated in Mississauga on one of the suburban campuses. It is anticipated that UTM will grow by 50 – 100% in the next decade from the current 6200 students. The College has approximately 200 graduate students in a number of programs, and further expansion will be occurring in this area. The Library has a strong Information Literacy program supported through diverse instructional initiatives. Required qualifications: Applicants must be graduates of an accredited library school, additional graduate degree or doctorate preferred. At least five years administrative experience in an academic library, demonstrated ability to work effectively with faculty, staff and students to advance the Library's goals in providing programmes and services of value to the community. The successful candidate must demonstrate full understanding of the Library's role in an environment of change in scholarly communication, an aptitude for recognizing and applying the potential of emerging electronic technology, skills in forming and supporting collaborative ventures and cross-functional teams, skills in fiscal resource management and strong writing, speaking and listening skills. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Position available August 1, 2000. Salary is based on experience. This position is included in the University of Toronto Faculty Association bargaining unit. This is a senior administrative appointment for a term of 5 years renewable. First consideration will be given to applications received before July 15, 2000. Nominations or applications, including curriculum vitae and names of 3 referees, should be forwarded to: Carole Moore, Chief Librarian, University of Toronto Library, 130 St George Street, Toronto, Ontario, M5S 1A5. Only candidates being considered for an interview will be contacted.

THE UNIVERSITY OF MANITOBA LIBRARIES invites Applications for the Position of Coordinator, Information Technology Development. Reporting to the Associate Director, Information Services and Systems, the incumbent is responsible for the Libraries' strategic planning for new technology initiatives; introducing innovative applications that enhance and expand service to students, faculty and researchers and increase staff productivity; taking responsibility for developing the Libraries' web-based services, digital imaging and database development projects; taking the lead role for the Libraries in the University's Teaching and Learning with Technology initiative, continually reviewing new technologies including technological advances and emerging practices in digital imaging for preservation and access in the assessment by Libraries in appropriate University groups and committees and on regional and national cooperative initiatives; developing training and instruction programs to assist staff in promoting electronic information services and for supervising the work of the Web Developer and the Imaging Specialist. Qualifications: A degree from an ALA accredited program with an MLS/MLIS or equivalent in experience and education. Undergraduate degree in computer science preferred. Three to five years of relevant experience in an academic library preferred. Experience in designing and developing Web sites. Experience developing instruction and/or training programs using internet or multimedia authoring tools. Knowledge of applications of current and emerging technologies in time- and location-independent learning. Sophisticated understanding of the role of technology in the provision of information resources/services. Understanding of current digital library issues. Must be able to lead technical staff, work effectively on teams and handle multiple projects simultaneously in a rapidly changing technological environment. Demonstrated project management/leadership skills and teaching ability. Demonstrated high level of creativity, motivation, initiative and responsibility. Demonstrated good oral and written communication skills and effective interpersonal relations. Effective Date: September 1, 2000. Rank and Salary Range: Assistant Librarian: $40,579 – $52,924 per annum. The position carries an Administrative Stipend of $5,195.00. This position has a two year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Salary expectations and the names of three references, by June 30, 2000, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB, R3T 2N2.

MARKETING

UNIVERSITY OF NEW BRUNSWICK — Marketing. The Faculty of Administration, University of New Brunswick, Fredericton, invites applications for a tenure-track position in Marketing. The appointment will be at the Assistant or Associate Professor level and is scheduled to take effect August 1, 2000. Salary is commensurate with qualifications and experience. The successful candidate will hold a doctorate in Marketing or be in the final stages of completing the dissertation. Candidates from any of the traditional areas of Marketing are encouraged to apply. Research or teaching interest in the following areas will be an asset: Marketing Research, International Marketing, or Electronic Commerce. Applicants should direct inquiries and applications, including a curriculum vitae, description of teaching and research interests, and the names of three referees to: Dr. Daniel Coleman, Dean, Faculty of Administration, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3. Applications for this position will close when a suitable candidate is found. The University of New Brunswick is committed to the principle of employment equity.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2001. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have a superb research record in one of the following areas: Algebraic Geometry, Differential Geometry, Geometric Topology or Number Theory. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and a list of four referees to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Assistant Professorship candidates should arrange for three letters of recommendation to be sent directly to the same address. Applications must be received before October 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2001. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have a superb research record in one of the following areas: Financial Mathematics, Mathematical Biology (analysis of complex biological systems, including functional genomics), Partial Differential Equations or Probability. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and a list of four referees to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, BC, Canada V6T 1Z2. Applications must be received before September 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MEDICAL EDUCATION

UNIVERSITY OF ALBERTA — The Division of Studies in Medical Education (DSME), Faculty of Medicine and Dentistry, University of Alberta provides examination services to a number of national and provincial Associations in the general area of human health. The Division requires a testing specialist to provide consultation to the Associations on the development and maintenance of their examination processes. The successful candidate should have a Master's degree or preferably a PhD in educational measurement, testing, psychometrics, or a related field. This position also requires outstanding interpersonal skills, energy and initiative. The successful candidate will plan, implement, monitor, and maintain comprehensive strategies for examination development, analysis and reposting, and will provide direction to examination committees on matters related to test development and research. The successful candidate will have excellent computer skills. In addition, a background in Classical Test Theory, Item Response Theory, test analysis, performance assessment, and computerized adaptive testing is desirable. Because this position involves liaison with different test committees, strong written and verbal communication skills and particularly interpersonal skills that foster team building are essential. The successful candidate will be expected to be an effective committee member and will have the initiative and ability to work independently in coordinating a number of different testing programs. Appropriate clerical and computational support services are available in the division. This position will be a full-time Faculty Service Officer I position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested candidates should submit a curriculum vitae and the names of three referees, together with a letter of application by Friday, June 30, 2000 to: Dr. E.N. Skakun, Director of Psychometrics, Division of Studies in Medical Education, Faculty of Medicine and Dentistry, 2J3.08 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2R7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDICAL REHABILITATION

THE UNIVERSITY OF MANITOBA — The School of Medical Rehabilitation, University of Manitoba, in cooperation with the JA Hildes Northern Medical Unit and the Nunavut Department of Health and Social Services is recruiting one occupational therapist, one speech language pathologist and two physiotherapists for full-time employment in the Kivalliq region of Nunavut. Opportunities exist to become part of an innovative multi-disciplinary health care team in a cross-cultural setting. Excellent remuneration and benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with

---

St. Francis Xavier University

ASSISTANT/ASSOCIATE PROFESSOR INFORMATION SYSTEMS

The Department of Information Systems at St. Francis Xavier University invites applications for a probationary appointment (although in the event that a suitable candidate is not found, a Limited Term Appointment may be made). The appointment is subject to budgetary approval and will be made at the rank of either Assistant or Associate Professor. The Department, which is a part of the Gerald Schwartz School of Business and Information Systems, strives for excellence in undergraduate education, and the successful candidate will have demonstrated ability and outstanding potential for excellence in both teaching and research. Applicants should have a completed or nearly completed Ph.D., an established research programme, and teaching expertise in one or more of the following areas: programming in C, COBOL, Visual Basic, or Java; telecommunications; local area networking; electronic commerce; database management; data warehousing; data mining; multimedia; ERP; or, project management. The Department offers a Bachelor of Information Systems degree, and a BBA degree with an IS major is also offered within the Schwartz School. StFX has a SAP server, offers courses in that area, and IS faculty have the opportunity to obtain SAP training. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, copies of previous teaching evaluations, and three letters of recommendation should be sent to: **Dr. Ron MacKinnon, Chair, Department of Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5, Canada.** Phone (902) 867- 3937; Fax (902) 867-2448; e-mail: rmackinn@stfx.ca. The position will remain open until filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Additional information is available from the StFX IS home page at http://juliet.stfx.ca/~infosys/isdeptnew.htm.

Lakehead UNIVERSITY

FACULTY OF EDUCATION TENURE TRACK FACULTY APPOINTMENTS

SEARCH EXTENDED

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the university is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 7,000 students come from outside the region. The University has some 260 faculty engaged in teaching and research, and a staff of 360. A strategic plan has been developed to position Lakehead for future growth and development in a changing environment. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

The Faculty of Education invites applications for 2 tenure-track appointments, one in Language Arts Education (Junior Kindergarten to Grade 6 level) and one in Educational Psychology commencing August 1, 2000. The Faculty of Education has 26 full-time faculty members and offers Preservice, Masters of Education, Professional Development, Native Teacher Education, and Native Language Instructors' Programs, as well as a Joint PhD in Educational Studies.

Preferred qualifications for these positions include an earned doctorate in a relevant area, successful teaching experience and a productive research program, or the potential to develop one, in Education. In addition, for Language Arts, expertise in early childhood and readers-at-risk and for Educational Psychology, expertise in learning and development, exceptional children, classroom management, counseling/interpersonal communication is preferred.

Responsibilities include teaching undergraduate and graduate students, supervision of student teaching and graduate student research and maintaining a productive research program. Rank and salary will be commensurate with qualifications and experience.

Applications should be accompanied by a detailed curriculum vitae and the names, addresses (including email) and telephone numbers of at least three references, a statement of teaching and research interests, re-prints and pre-prints of publications. Please note that all positions are subject to final budgetary approval. Applications should be directed to:

Dr. Julia O'Sullivan, Dean
Faculty of Education, Lakehead University
955 Oliver Road, Thunder Bay, ON P7B 5E1
Email: juliao@mercury.lakeheadu.ca

[Applications received by June 30, 2000 will be given preference.]

In accordance with Canadian Immigration regulations this advertisement is directed first to Canadian Citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Dalhousie University

School of Business – Marketing
Assistant/Associate Professor

Applications are invited for a tenure-track position in Marketing at the rank of Assistant Professor or Associate Professor. Preference will be given to candidates with expertise in Market Research, Consumer Behaviour, Database Marketing, and research interests in Informatics, Logistics, Internet marketing. Ph.D. in Marketing and evidence of teaching effectiveness and research potential are required.

The appointment involves teaching at the undergraduate and graduate levels. Position available January 1, 2001 or July 1, 2001. Salary: Competitive.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

Applicants should send a c.v., names of three references, and a sample of research work to **Dr. D.A. Schellinck, School of Business, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5, Canada**

Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Watch for posting in the near future at Employment Opportunities Home Page, www.umanitoba.ca/employment/. Applications will be accepted until the positions are filled. Please direct inquiries to: Sandra Blown, Recruitment Coordinator, J.A. Hildes Northern Medical Unit Inuit Health Program, Department of Community Health Sciences, Faculty of Medicine, University of Manitoba, T162 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3; Tel: (204) 789-3587, Fax: (204) 789-3959

NATURAL & PHYSICAL SCIENCES

TRENT UNIVERSITY — Natural and Physical Sciences. Trent University invites applications from potential nominees for the 2001 NSERC University Faculty Awards (UFA) competition the aim of which is to increase the representation of women in faculty positions in the natural and physical sciences. Applications will be considered in several areas. Successful candidates' applications will be forwarded to NSERC. For details of the positions, go to our UFA website: http://www.trentu.ca/ufa. Candidates must either currently hold a PhD degree (or expect to have completed their degree requirements by the date of appointment: July 1, 2001) and not have previously held a tenured or tenure-track position at a Canadian university. Relevant post-doctoral experience and evidence of teaching promise will be considered assets. Further information on the NSERC University Faculty Awards program is available from NSERC. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents. Applicants should send an up-to-date curriculum vitae, a statement of proposed research and a statement of undergraduate teaching philosophy to the appropriate program by July 31, 2000. Please direct enquiries about these positions to the appropriate program (see website for program e-mail addresses, phone numbers and mailing addresses).

NURSING

THE UNIVERSITY OF NEW BRUNSWICK, Faculty of Nursing invites applications for a tenure-track position for a candidate with expertise in acute care nursing and a vision for creative models of clinical teaching beginning on August 1, 2000. Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The Faculty of Nursing is located on the UNB Fredericton campus with two ancillary sites in Moncton and Bathurst and a cooperative relationship with the Department of Nursing at UNB-Saint John. Further information about the University of New Brunswick and the Faculty of Nursing is available at http://www.unb.ca. The preferred candidate will have a graduate degree in Nursing, up to the doctoral level, current clinical expertise, and demonstrated excellence in research and scholarly endeavors. Candidates must be eligible for registration with the Nurses' Association of New Brunswick. A curriculum vitae and three letters of reference should be forwarded to: Dr. Cheryl Gibson, Dean, Faculty of Nursing, University of New Brunswick, PO Box 4400, Fredericton, N.B. E3B 5A3; Fax: (506) 447-3057. Deadline for application: June 15, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

PATHOLOGY

VANCOUVER HOSPITAL AND HEALTH SCIENCES CENTRE — Anatomical Pathologist. University of British Columbia, Faculty of Medicine, Department of Pathology and Laboratory Medicine. The Department of Pathology and Laboratory Medicine, Vancouver General Hospital and Health Sciences Centre (VHHSC), a major adult tertiary care teaching hospital affiliated with the University of British Columbia, is seeking a Senior Bone and Soft Tissue Pathologist. The qualified candidate will have demonstrated achievement in academic bone and soft tissue pathology. The hospital is a large teaching and referral centre where major orthopedic surgery is performed. The successful candidate will play a major role in diagnostic services, teaching and research in this sub-specialty area. This will require active collaboration with a team of surgeons, radiologists and oncologists dedicated to the care of patients with soft tissue and bone tumors. Consultative opinions would also be provided to the surgical pathology service at VHHSC. The successful candidate will receive a clinical faculty appointment at the University of British Columbia in the Department of Pathology and Laboratory Medicine. He or she will be expected to participate in Departmental teaching programs (including undergraduates, graduate students and residents), administrative tasks, including committee work, and research. Salary and hospital rank will be commensurate with qualifications and experience. The anticipated start date of this position is July 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada. The University of British Columbia and its affiliates hire on the basis of merit and are committed to employment equity. Candidates should be eligible for licensure by the College of Physicians and Surgeons of B.C. All qualified persons are encouraged to apply. Letters of application and the names of three referees should be submitted with a current curriculum vitae to Dr. Jim Cullen, Medical Director and Head, Department of Pathology and Laboratory Medicine, Vancouver Hospital and Health Sciences Centre, 855 West 12th Avenue, Vancouver, B.C. V5Z 1M9 Canada

PHARMACY & NUTRITION

UNIVERSITY OF SASKATCHEWAN — College of Pharmacy and Nutrition, Assistant Professor — Medicinal Chemistry. The Division of Pharmacy is seeking applications for a full-time tenure-track position in medicinal/pharmaceutical chemistry. The applicant should possess a PhD or equivalent degree and postdoctoral experience is desirable. Research experience in some aspects of medicinal chemistry and natural health products is desired. The successful candidate is expected to develop an active research program which is externally funded. In addition, the successful candidate is expected to participate in the supervision of graduate students and teach in both the undergraduate and graduate programs in the area of medicinal and natural product chemistry. Current faculty activities include synthetic medicinal chemistry, molecular biology, pharmaceutical/biopharmaceutical analysis, pharmaceutics/drug delivery, pharmacokinetics and drug metabolism. The College of Pharmacy and Nutrition offers undergraduate programs in each of Pharmacy and Nutrition/Dietetics and M.Sc./PhD graduate programs in the Pharmaceutical Sciences, Pharmacy Practice and Nutrition. The University of Saskatchewan will be the site of Canada's only synchrotron (Canadian Light Source) which will provide significant opportunities in the areas of biomedical and pharmaceutical research. Potential applicants are invited to visit the CLS website at http://www.cls.usask.ca for more information. The position is available July 1, 2000. Applications will be accepted until June 30, 2000 and continued until the position is filled. Interested applicants should submit a curriculum vitae, a concise summary of past and future research plans, teaching experience and the names of three references to: Dr. Fred Remillard, Head, Division of Pharmacy, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon SK S7N 5C9 Canada; Telephone 306-966-6385; Fax 306-966-6372; E-mail: a.remillard@usask.ca. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PHARMACY & PHARMACEUTICAL SCIENCES

UNIVERSITY OF ALBERTA — The Faculty of Pharmacy and Pharmaceutical Sciences, University of Alberta invites applications for a full time tenure track position in Pharmaceutics at the level of Assistant/Associate/full Professor. Applicants must have a Ph.D. in the area of Pharmaceutics. Postdoctoral research, industrial and/or teaching experience would be desirable. Of particular interest are individuals with expertise in dosage form design and/or drug delivery system development. The successful candidate is expected to develop an active research program through extramural funding to complement an established research Faculty. Teaching responsibilities include participation in both undergraduate and graduate level courses. The Faculty has 420 undergraduate and 60 graduate students. The University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty, University and outside the University. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000, and capital of the province of Alberta. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a complete curriculum vitae, a description of research and teaching interests and the names and addresses of three referees. The deadline for applications is June 30, 2000. Dr. FM Pasutto, Dean, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Building, University of Alberta, Edmonton, Alberta, Canada T6G 2N8. Phone: (780) 492-0204, Fax: (780) 492-1843. E-mail: fpasutto@pharmacy.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta lives on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICAL EDUCATION, RECREATION & ATHLETICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — School of Physical Education, Recreation, and Athletics. Applications are invited for three full-time appointments at the Assistant Professor level in the School of Physical Education, Recreation and Athletics, Memorial University of Newfoundland. Two positions are tenure track appointments and one position a two-year contract. These positions are subject to budgetary approval. Applicants should clearly indicate whether they are willing to be considered for a two-year contract position in addition to being considered for a tenure track position. The School of Physical Education, Recreation and Athletics offers four outstanding degree programs: Bachelor of Physical Education (Co-operative), Bachelor of Recreation (Co-operative), Bachelor of Kinesiology (Co-operative), and a Master of Physical Education. Students and faculty in the School of Physical Education, Recreation and Athletics have access to many facilities for research, teaching, and recreation including a strength and conditioning centre, a 50 metre pool, a watersports facility, and an anticipated new fieldhouse complex. The School has developed active research programs and is seeking candidates able to generate externally funded research programs that include opportunities for graduate students. Recreation and Leisure Specialist: The successful candidate will have a PhD in recreation, leisure, or a related academic discipline and have experience in teaching and research at the university level. The successful candidate will be expected to pursue a course of active research. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: anatomy, physiology, exercise physiology, motor learning, growth and development, biomechanics, advanced biomechanics, ergonomics, fitness leadership, nutrition, and sport psychology. Physical Education Specialist: The successful candidate will play a leadership role in the revitalization of the School's Bachelor of Physical Education degree program. A PhD is expected, and the successful candidate will be required to teach undergraduate and graduate courses in several of the following areas: curriculum development, teaching methods at the elementary and secondary level, evaluation, motor learning, growth and development, and activity courses using a conceptual approach. Salary will be in accordance with the university's collective agreement, is based on qualification and experience, and will be within the range of $35,192 to $49,182 (currently under negotiation). Applications will be accepted until the positions are filled. Review of applications will begin June 1, 2000, and applications received before this date will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. A curriculum vitae and the names of three referees should accompany letters of application. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Send applications to: Dr. Basil Kavanagh, Chair, Search Committee, School of Physical Education, Recreation & Athletics, Memorial University of Newfoundland, St. John's, NF A1C 5S7; Phone: (709) 737-8676; Fax: (709)737-3979 Email: baslk@motgan.ucs.mun.ca. For information on Memorial University, the School of Physical Education, Recreation, and Athletics, visit http://www.mun.ca Memorial University is committed to employment equity.

PHYSICS

MCGILL UNIVERSITY — Department of Physics. McGill University invites applications to the Department of Physics from potential nominees for a 2001 NSERC University Faculty Award (UFA). Applicants from all areas of physics will be considered but the Department is particularly interested in candidates with a background of research in Astrophysics, Condensed Matter Physics, High Energy Physics, Nuclear Physics, and Theoretical Atmospheric Physics. Completed applications must reach NSERC by November 1, 2000 and therefore are required at McGill as soon as possible and no later than September 1, 2000. Successful applicants to the competition will be appointed at the Assistant Professor level (tenure track) within the department. Information on the Department and McGill University can be found at http://www.physics.mcgill.ca. The UFA program aims to increase the representation of women in the sciences; accordingly, the competition is limited to women who have, not previously held a tenure track appointment at a Canadian University. In accordance with the terms of NSERC's UFA program, this advertisement is directed only to women who are, or will be by the 1 November 2000, Canadian citizens or permanent residents of Canada. Further information on the NSERC University Faculty Award program is available at http://www.nserc.ca/programs/ufa_e.htm. We seek candidates with proven record of excellence in research, and also the capacity for excellence in teaching. Candidates must have a PhD degree, an outstanding research record, and an aptitude for undergraduate and graduate teaching. Applicants should send a detailed curriculum vitae, a statement of research and teaching interests, completed NSERC Personal Data Form (form 100), AND Application for a Grant Form (form 101), and arrange three confidential letters of recommendation addressing the applicant's teaching and research ability and promise sent by September 1st 2000 to: Prof. J. Barrette, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8; phone: 514 398 6483; fax: 514 398-8434; email: chair@physics.mcgill.ca

UNIVERSITY OF TORONTO — Mississauga Campus, Lecturer, Physics. Applications are invited for a full-time appointment at the level of Lecturer in Physics starting August 1, 2000. The position is initially for one year with possible renewal. The primary duties are teaching a first year undergraduate course, supervising first year laboratories and helping develop laboratory experiments. We are primarily interested in a PhD with an experimental physics background. Teaching experience is desired. The salary will depend on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Applications, including a Curriculum Vitae and three letters of reference should be addressed to: Professor B. W. Statt, Department of

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of then bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

TARIFS DE PUBLICITÉ

SECTION DES ANNDNCES CLASSÉES

Grandes annonces[1]	4,25 $
Annonces classées	4,00 $

SECTION ÉDITORIALE

Grandes annonces[1]	1,00 $

ANNONCES COULEURS[2]

Noir et une couleur	240 $
Noir et deux couleurs	420 $
Noir et trois couleurs	900 $

Les tarifs sont calculés en fonction d'une ligne agate (en vigueur jusqu'au 1er juillet 2000).

[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1]	$4.25
Classified ads	$4.00

EDITORIAL SECTION

Display ads[1]	$1.00

COLOUR ADVERTISING[2]

Black & 1 colour	$240
Black & 2 colours	$420
Black & 3 colours	$900

All prices quoted are per agate line and are in effect until July 1, 2000.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

AD DEADLINES 2000-2001

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 8/00	August 15/00
October	September 8/00	September 15/00
November	October 6/00	October 13/00
December	November 6/00	November 13/00
January	December 4/00	December 11/00
February	January 8/01	January 15/01
March	February 5/01	February 12/01
April	March 5/01	March 12/01
May	April 6/01	April 12/01
June	May 7/01	May 14/01

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator
TEL (613) 820.2270 FAX (613) 820.2417
EMAIL mazz@caut.ca
2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

DATES LIMITES 2000-2001

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	8 août 1999	15 août 1999
Octobre	8 septembre 1999	15 septembre 1999
Novembre	6 octobre 1999	13 octobre 1999
Décembre	6 novembre 1999	13 novembre 1999
Janvier	4 décembre 1999	11 decembre 1999
Février	8 janvier 2001	15 janvier 2001
Mars	5 février 2001	12 février 2001
Avril	5 mars 2001	12 mars 2001
Mai	6 avril 2001	12 avril 2001
Juin	7 mai 2001	14 mai 2001

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité
TÉL. (613) 820.2270 TÉLÉC. (613) 820.2417
COURRIEL mazz@caut.ca
2675, promenade Queensview, Ottawa ON K2B 8K2

✂ DÉCOUPEZ ET CONSERVEZ

Physics, 60 St. George St., Toronto, Ont., M5S 1A7. Deadline for receipt of applications is July 7, 2000. In accordance with its Employment Equity Policy, the University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

UNIVERSITY OF ALBERTA — Research Associate, ATLAS Experiment. The ATLAS group at the University of Alberta has an opening for a Research Associate. The group's present activities focus on the calorimeter readout electronics, the hadronic endcap calorimeter, the event filter (3rd level trigger) and physics simulations. We are looking for a candidate with experience in electronics development. Knowledge of readout electronics, triggering, or calorimetry would be beneficial. We are particularly looking for the candidate to take a leading role in the development of fast digital logic circuits. Salary will be commensurate with experience and qualifications. The closing date for applications is August 1, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should be submitted with curriculum vitae and arrangements made for three letters to be sent to: Professor Douglas M. Gingrich, Centre of Subatomic Research, University of Alberta, Edmonton, Alberta, Canada, T6G 2N5. E-mail: gingrich@ualberta.ca. Visit our website at: www.phys.ualberta.ca/~gingrich. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF WESTERN ONTARIO — Department of Physics and Astronomy UFA Tenure-track Faculty Position in Physics For Women and/or Aboriginals. Applications are invited for an NSERC UFA-funded tenure-track faculty appointment in the Department of Physics and Astronomy to commence July 1, 2001. The UFA (University Faculty Award) program was created by NSERC to encourage Canadian universities to appoint promising researchers, who are either women and/or aboriginals, to tenure-track positions in science and engineering. Further information on the UFA program can be found at http://www.nserc.ca/programs/school_e.htm. The Department has active research programs (both experimental and theoretical) in astronomy, atomic physics, condensed matter physics, and space and atmospheric physics (see http://www.physics.uwo.ca/). Candidates should have a Ph.D. with relevant postdoctoral experience and be committed to teaching excellence. The successful candidate will be expected to assume normal teaching duties in physics and to develop a vigorous research program. At this time we are seeking applicants carrying out experimental or theoretical research in either atmospheric physics or condensed matter physics (including materials science). Applicants should send a resume including the names of at least three referees by August 18, 2000, to Professor M.G. Cottam, Chair, Department of Physics and Astronomy, The University of Western Ontario, London, Ontario, Canada N6A 3K7 (tel (519) 661-2111 ext 86441, e-mail cottam@julian.uwo.ca). Also a statement, not to exceed 500 words, should be submitted explaining how the background, experience and research accomplishments qualify the applicant for this UFA position. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PSYCHOLOGY

YORK UNIVERSITY — Atkinson College, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in Rehabilitation. The start date is flexible, but January 2001 is suggested. The department is particularly interested in candidates with research and clinical expertise in psycho-social issues, but applicants with expertise in all areas related to rehabilitation will be considered. Duties include teaching at undergraduate and graduate levels. A PhD in psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. William Thompson, Chair, Department of Psychology, Atkinson College, Room 229A, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Telephone: (416) 736-2100, ext. 66463; Fax. (416) 736-5662; (Email: bill@yorku.ca). All positions at York University are subject to budgetary approval. A review of applications will begin July 2, 2000 and will continue until the position is filled. York University adheres to a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY — Department of Psychology Applications are invited for a tenure-track appointment at the Assistant Professor level starting September 1, 2000 or 2001. Candidates are expected to have a PhD in Psychology or to be near completion of the degree. We seek individuals with teaching and research skills in industrial-organizational psychology. The successful applicant may also be called upon to teach in the areas of introductory psychology, statistics, research methods, and psychometrics; experience in these areas is an asset. The successful applicants will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has major and honours curriculum and offers a M.Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Applicants should furnish a curriculum vitae, copies of reprints, a letter describing teaching and research interest, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C3; Telephone. (902) 420-5845, Fax: (902) 420-5121. Email: catano@husky1.stmarys.ca. Review of applications begins immediately and will continue until the position is filled. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities.

SIMON FRASER UNIVERSITY — The Department of Psychology at Simon Fraser University invites applications for a tenure-track/position at the Assistant Professor level in Child-Clinical Psychology. A PhD in clinical psychology from an APA or CPA approved program and eligibility for registration with the College of Psychologists of British Columbia are required. Applicants should have a strong record of research accomplishment and an active interest in contributing to the Developmental Area within the Department. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. The Department's web page can be accessed at http://www.sfu.ca/psychology. Please submit a curriculum vitae, three letters of reference, copies of representative publications, and a summary of research objectives and teaching experience to Dr. William R. Krane, Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6. Deadline for receipt of applications is August 18, 2000. This position is subject to budgetary approval. Although this advertisement is primarily directed to Canadian citizens and Permanent Residents of Canada, in accordance with Canadian immigration requirements, non-Canadians are also encouraged to apply. S.F.U. is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

SOCIAL WORK

YORK UNIVERSITY — The School of Social Work, Atkinson College, invites applications for two contractually limited appointments of one academic year from September 1, 2000 to May 31, 2001. The appointments are subject to budgetary approval by the University. Atkinson College is a Faculty of York University whose mission is to provide a range of liberal arts and professional degree programs for students studying on a part-time and full-time basis. The School of Social Work offers both BSW and MSW programs. The School is committed to critical and anti-discriminatory approaches to social work research and practice. Applicants should have a completed graduate degree in social work. Preference will be given to those who have completed or are near completion of a doctoral degree with demonstrated achievement in teaching and research/scholarship, or the potential for such achievement. The appointees will be expected to contribute to both the BSW and MSW degree programs. The ability to teach critical, multi-level practice would be considered an asset. One position will include responsibilities for field education. Applicants should send a letter of application with a curriculum vitae and the names, telephone numbers and addresses, including e-mail, of three referees, by June 15, 2000 to: Chair of Search Committee, School of Social Work, Atkinson College, York University, Kinsmen Building, 4700 Keele Street, Toronto, ON M3J 1P3. Telephone (416) 736-5226, Fax: (416) 650-3861; (Email: aksowk@yorku.ca). York University adheres to a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

UNIVERSITY OF SASKATCHEWAN — Department of Sociology. Applications are invited for a full-time, tenure-track position in the Department of Sociology at the University of Saskatchewan. Starting date is open to negotiation. We are looking for a person with specialization in the areas of the sociology of health and illness, with a particular focus on the socio-cultural determinants of population health, and experience and expertise in quantitative research methods and data analysis skills. Demonstrated experience in and commitment to interdisciplinary research is also desirable. Our objective is to recruit a new faculty member who will actively seek external research grant support, including salary support funds, from the new Canadian Institutes for Health Research, and other research councils and agencies. The successful candidate will also be actively involved in developing our undergraduate and graduate programs in this area. A completed doctoral degree in Sociology is required. A demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record, are required. Appointment will be at the rank of Assistant Professor. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to: Head, Department of Sociology, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan S7N 5A5. Phone (306) 966-6330; fax (306) 966-6950; e-mail wotherspoon@rask.usask.ca. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Closing date is July 1, 2000 but applications will be accepted until the position is filled. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This position has been cleared, however, for advertising at the two-tier level, and applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

SURGERY

THE UNIVERSITY OF ALBERTA is accepting applications for the position of Divisional Director, Division of Orthopedic Surgery, Department of Surgery, University of Alberta. This position will either be a contractual or a full-time continuing position at either the Associate or Professor level. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons of Canada in Surgery. A commitment to excellence in patient care, teaching and research is expected. Previous administrative experience would be an asset. Income will be derived from clinical earnings plus salary support from the University of Alberta. Starting Date: September 1, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by July 31, 2000, enclosing a recent curriculum vitae and the name of three referees to: Dr SM Hamilton, Walter Stilling Anderson Professor and Chair of Surgery, 202.24, Walter C Mackenzie Health Sciences Centre, 8440-112 Street, Edmonton, Alberta T6G 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ACCOMMODATIONS

TORONTO — Wanted: furnished accommodation close to downtown. Jan. to April 2001, flexible vdtzelen@nickel.laurentian.ca or phone (705)522-2115

PARIS, France — sunny, spacious, fully furnished and equipped 3 bedroom apartment on quiet cul-de-sac at metro rue du Bac. Modern kitchen and bathroom, piano, TV, stereo, washing machine, dishwasher, fax. Suitable for couple with up to 2 children. Minimum stay 2 months 14,000 French francs monthly, utilities extra. No pets or smokers please. Call (416) 968-7867 or email nloeb@pathcom.com

SABBATICAL RENTAL — Montreal(Westmount). Exceptional location 5 1/2 room apt. in older building, fully furnished, wood floors, walking distance to downtown Montreal, on bus line and across from excellent shopping street. $1,100/mo. includes heating, electricity, basic phone and cable. September 2000 – June or July, 2001. (514) 933-8114 or e-mail until June 1st rmorton@alcor.concordia.ca

SABBATICAL RENTAL — Firenze / Italy. Historic Centre attractive one-bedroom apartment sleeps 2/4. Monthly (4 weeks) Lit 1.500.000 + util; weekly lit 700.000 (2 people) all incl. Spezzotti 011-39-055-245-739

HOUSE FOR RENT — Spacious 3 bedroom bungalow with den on the Red River in Winnipeg.2 1/2 baths, double garage, 2 decks, furnished for rent October to Feb 2001, lease, $1700 plus utilities, non-smokers, no pets. references Call (204)269-5303.

WATERFRONT HOME 25 min (south) from downtown Ottawa, good access to universities & airport on 1/3 ac. 2bdrms, 1.5 baths, deck ,all appls $1000/month + util (604) 321-1997 mark@edipseproductions.bc.ca

University of Alberta
Edmonton

Residency Director – CFPC-Emergency Medicine Program

Department of Family Medicine

The Department of Family Medicine invites applications for the Residency Director position in its CFPC-Emergency Medicine Program. Depending upon qualifications, the individual will be appointed at the rank of Assistant Professor or Associate Professor. Salary range (under review): Assistant Professor $42,054 - $59,526; Associate Professor $52,246 - $74,686 – with both ranks' clinical earnings as per university ceiling. This is a full-time position and is available commencing July 1, 2000. The successful applicant must possess Certification in Family Medicine/ Emergency Medicine with the College of Family Physicians of Canada (or equivalent) and be eligible for licensure with the College of Physicians and Surgeons of Alberta. The incumbent is responsible for maintaining the CFPC-EM education programs, its administration and approval status with the College of Family Physicians of Canada. He/she will contribute to the undergraduate and postgraduate program in Family Medicine. The incumbent is expected to have previous family medicine/ emergency medicine experience in a teaching role, demonstrated dependability, excellent communication and interpersonal skills. Research interests and a demonstrated track record in research would be an asset.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications to be submitted in confidence by June 30, 2000 to:

Dr. G.R. Spooner, Chair
Search and Selection Committee
Department of Family Medicine
12-103 Clinical Sciences Building
University of Alberta
Edmonton, Alberta T6G 2G3
Tel: (780) 492-6611
Fax: (780) 492-8181

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
...it makes *sense*.

$32 a night for two!
Stay with 5,000 members in 52 countries

Educators Value Travel
Exclusive travel network for educators
Explore new places at a fraction of hotel costs while meeting other educators! Home-Exchange and U.K. Travel Programs too!
P.O. Box 5279, Eugene, OR 97405 (800) 377-3480
Visit our online directory
www.educatorstravel.com

The University of Manitoba
Faculty of Medicine

HEAD
DEPARTMENT OF ANESTHESIA

The Faculty of Medicine, University of Manitoba, invites applications for the position of Head of the Department of Anesthesia for a five-year term commencing July 1, 2000 or as soon thereafter as possible. The successful applicant will also be appointed to a full-time, tenured position at the rank of Professor. The Department has a complement of thirteen full-time and seventy-one part-time faculty, with academic responsibilities throughout seven hospitals of the Winnipeg Regional Health Authority and several sites of the Regional Health Authorities throughout this Western Province of 1.2 million people. The Department has a strong tradition of successful education programs at undergraduate and residency levels and has research involvement from the bench to the patient. Several local research foundations supplement funding potential from the new Canadian Institute of Health Research initiatives. Recent improvements in clinical remuneration have made Anesthesia competitive nationally, improving the recruitment potential of quality academic practitioners.

This University academic department serves as the sole academic resource in Anesthesia for the Province and the inherent opportunities for creativity and new initiatives are an exciting challenge for the right leader. The department head will have a primary commitment to all academic aspects of Anesthesia, working collaboratively with the program director of the Winnipeg Regional Health Authority in Anesthesia whose primary responsibility is service provision.

Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Anesthesia by the Royal College of Physicians and Surgeons of Canada is required. Candidates should have a substantial record and achievement in Anesthesia, as well as extensive experience in teaching and research, and proven administrative experience. The Department is responsible for programs of education at the undergraduate and postgraduate levels.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Interested candidates should submit a letter outlining their interest and suitability for the position, curriculum vitae and the names of three referees by **June 30, 2000** to: **Dr. Brian Hennen, Dean, Chair, Anesthesia Search Committee, Faculty of Medicine, University of Manitoba, A101–753 McDermot Avenue, Winnipeg, MB R3E 0W3.**

ASSISTANT OR ASSOCIATE PROFESSOR

BIOLOGY PROGRAM

The University of Northern British Columbia Biology Program invites applications for a full-time, tenure-track position at the rank of Assistant or Associate Professor, with a proposed starting date of August 1, 2000, or as soon as possible thereafter.

The successful candidate must hold a Ph.D. degree and preferably have post-doctoral experience and a record of excellence in teaching. Candidates should have expertise in genetics, preferably with specialization in the application of molecular genetic methods to conservation, population genetics or ecology. Preference will be given to candidates who enjoy the challenges of collaborative research on a variety of organisms, and who will contribute to strengths in fish and wildlife ecology and management, conservation biology, disturbance ecology, and/or plant-microbial systems. For more information about the Biology Program, please visit our website at http://www.unbc.ca/biology/index.html.

UNBC has considerable infrastructure in support of research utilizing molecular genetic approaches, including a state-of-the-art automated DNA sequencing and fragment analysis facility. The University has recently received approval for a $12 million expansion to the existing laboratory building and funding for a high performance computing centre. The candidate will be expected to develop a vigorous and competitive research program, including supervision of graduate students. The candidate will also be expected to teach at the undergraduate and graduate levels, with primary responsibility in genetics and biotechnology courses. The ability to teach additional courses related to fish biology and management, or cell and molecular biology will also be considered an asset.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to **Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to Dr. Steffan Lindgren, Acting Program Chair, at (250) 960-5846. E-mail: lindgren@unbc.ca. Applications received before **June 30, 2000** will receive full consideration, but applications will be accepted until the position is filled.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

For more information, visit our website: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

It's Open Season on the Public Purse for Private Universities

By BILL BRUNEAU & CHRIS CHARLTON

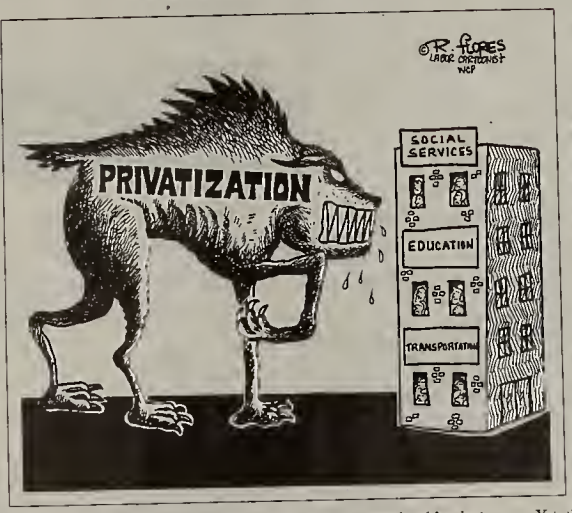
IN November 1999, the premier of Ontario announced he would "welcome advice on whether we ought to allow those who seek to create private universities, fully funded by private money, with no taxpayer dollars, in the province of Ontario." Only five months later, without consulting formally with anyone, the Ontario government announced it had approved the establishment of private, degree-granting institutions in Ontario.

So what happened? Did the premier find a way of adding capacity to the university system without drawing on public funds? Or is he simply hoping no one will notice taxpayer dollars are now subsidizing shareholder profits at private universities?

Judging by the experience of other Canadian jurisdictions, the answer is the latter. Most Canadians would be surprised to know just how extensively we publicly subsidize private universities in this country.

The network of subsidies for private post-secondary education in Canada is remarkable, partly because it is so extensive, and partly because it is a "network." Various subsidies work together, rather than singly, to make it possible for private institutions to benefit from public financial support.

Even a cursory look at the list of subsidies currently being offered by all three levels of government in Canada shows how far taxpayers are on the hook for private universities.



Charitable Status

Just about all private non-profit institutions of post-secondary education in Canada will claim charitable institution status under the guidelines of the Canada Customs and Revenue Agency. Although private universities can only acquire "charitable" designation if they are registered under the provincial Societies Act or equivalent, or if they are granted a charter by provincial legislation, it is relatively easy to be registered or chartered. British Columbia's Trinity Western University, for example, has the benefit of being both a registered society and an institution chartered by the British Columbia Legislature.

And, once either one of these designations is achieved, private donations to those institutions become eligible as income tax deductions. (In the case of profit-making private universities, the situation is more complicated — but that, for now, is uncharted territory.)

For private institutions, the tax-deductibility of donations is a sizeable and highly significant indirect public subsidy, a subsidy so important it becomes an integral part of the institution's planning and budgeting arrangements.

Tax Incentives for Students

Just as donors to private institutions can write off their contributions against income, so students can claim both their tuition fees and education credits. Since student fees account for the largest part of a private university's operating funds, any tax benefit for students becomes an indirect subsidy to the private institution.

Student Loans

The Canada Student Loan Program, soon to return entirely to government hands, recognizes any post-secondary institution that is "appropriately registered" with a provincial government. Thus, any benefits that students acquire under this plan mirror the effect of student tax incentives, and become indirect subsidies to the institutions themselves.

Research Grants

Staff at private universities will inevitably apply for research grants from Canada's granting councils. Again, this is a public subsidy that supports the work of a private institution.

Zoning Variances

Municipal and provincial zoning authorities (all public bodies, of course) will have to licence/countenance the rezoning of lands for high-density uses. After all, a university or other post-secondary institution implies a novel use, or a "new density" on the property it seeks to occupy. Enormous value may be realized in various future real estate deals, developments or speculations. An initial public decision thus becomes a subsidy for all future operations of the private institution.

Dispensation for Municipal Services

Along with municipal changes to zoning by-laws, private institutions also benefit from special dispensations in the provision of services such as water and sewer. Once such hook-ups are in place they, too, become indirect subsidies that increase the overall value of the private institutions over the long term.

Property Tax Exemptions

Municipal authorities routinely grant property tax holidays or exemptions to industries they wish to attract. Additionally, in the case of private post-secondary institutions, they may rely on the precedent of churches and "general educational" institutions, all of which enjoy full property tax exemptions. Such exemptions are, of course, an indirect subsidy for all the operations of the private institution.

Subsidies for Training

Training programs (for everything from airplane piloting to computing technology to cooking) are routinely supported by direct government subsidies, and/or indirect subsidies to students. Private universities and colleges are certain to apply for such subsidies. To take the British Columbia example, of the more than 1,400 private institutions offering some form of post-secondary training or education, a number are in receipt of training subsidies from provincial and federal sources — as the pertinent government department annual reports merrily show.

"Loans" of Library & Facilities

Library, Internet, and other analogous public facilities have developed over long periods of time at enormous public expense. Private institutions expect to use these facilities, and such "free-riding" on public resources minimizes the institution's cost of delivering its service, thus becoming yet another subsidy.

Matching Grants

Industrial research and development programs — some of them operating by direct government subsidy, others under tax-reduction regimes — already benefit a wide range of public post-secondary institutions and private industrial bodies. There is no reason to expect private universities would not also benefit from the same form of subsidy.

NAFTA & WTO Rules

NAFTA and WTO rules assure that subsidies of certain kinds, operating for the benefit of public institutions, must operate similarly for out-of-country institutions that wish to compete in Canada. This would mean institutions such as Gonzaga University, City University, the University of Phoenix, and their like, may have a legal right to extensive programs of direct and indirect public subsidy.

Capital Funding Allocations & Subsidies

The Ontario SuperBuild program (and similar policies and programs across the country) must surely be open, on principle, to applications from private post-secondary institutions. Although the Ontario government is on record as saying private universities will not be eligible for such funding, we wonder whether this provincial decision would survive a legal challenge.

Two Very Different Systems

Although this list of subsidies is likely not comprehensive, it does suggest public dollars are being spent on the provision of private benefits to a significant number of Canadian corporations. What is not apparent, however, is whether any public benefit accrues from these expenditures.

Theoretically, it could be argued that at a time of increasing demand for a post-secondary education, private universities add much needed capacity to a system that is struggling under the corrosive effects of years of government under funding.

Yet, there is no guarantee private universities will offer the same, high quality education that has been the hallmark of Canada's university system. In fact, in most jurisdictions, the approved programs for private universities do not have to meet provincial standards. In Ontario, for example, documents provided by private universities have to be accompanied by the following statement: "The ministry does not certify that this program meets Ontario university standards. Potential registrants should verify for themselves whether the degree program offered would be recognized by potential employers and/or other post-secondary institutions."

Since private universities are based on a free-market model, the assumption is simply that the quality must be high in order for the institution to be able to attract students at relatively high tuition costs.

Conversely, however, the new attitude to private post-secondary education means students who can afford to attend a private institution, can circumvent the more stringent requirements of Canada's public universities, thus (in an indirect sense) "buying" their degrees.

Public dollars subsidize two very different systems of post-secondary education: a public system premised on the notion that every willing and qualified student should be able to attend; and a private system that ensures every willing and wealthy student can get some sort of post-secondary education.

And herein lies yet another rub — governments are not inclined to ensure private universities will deliver an education comparable to that being offered by the country's public universities. The Ontario government announcement of a new quality control agency for post-secondary education has a minimalist ring. The government view seems to be that standards must be adjusted to accommodate private providers, not that private providers must meet the high standards already achieved in the public system. Tax dollars are thus being spent without any real accountability for excellence. By any sensible standard, that is scandalous.

Instead of allowing private universities to syphon taxpayer money away from public institutions, governments across the country must now ensure Canadians get a return on their investment. Only a high-quality, public system of post-secondary education can meet that test and that goal. Governments should not foster private benefits ahead of the public good. It's elementary. ■

Bill Bruneau is professor of educational studies at the University of British Columbia; Chris Charlton is Policy Analyst with the Ontario Confederation of University Faculty Associations.

The views expressed are those of the authors and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to post-secondary education. L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire.

– PLEASE COPY/VEUILLEZ COPIER –